



True-Capital
EXECUTIVE SEARCH

PRIVACY STATEMENT

True-Capital Executive Search values your data privacy. As a premier executive search firm, we focus on providing quality service and successfully targeting the exceptional people not easily found by traditional recruiting methods.

In this role, we aim to be the leading specialized executive search company for the agri commodity-, ingredient and flavor markets.

It is our goal to be as open and transparent as possible about the personal data we collect to provide our services, how that data is used, and with whom it is shared. Therefore, in support of the EU data protection law, we have updated our Privacy Policy.

WHAT DOES THIS MEAN FOR YOU?

As a contact of True-Capital, we want to better explain our relationship with you and make it easier for you to understand:

- Your privacy rights and how to exercise them,
- How we collect, use, share, and protect your personal data, and
- The legal bases we rely on to process your personal data

We greatly value your privacy and we are committed to protecting your personal data. We maintain this Privacy Policy to articulate our commitment to your privacy. We describe how we collect, use and disclose information relating to individuals (“Personal Information”).

In summary, you will find our policy on these topics (click to learn more):

1. [Collection of Personal Information](#)
2. [Indirect Data and Cookies](#)
3. [Use of Personal Information and Legal Base of processing](#)
4. [Disclosure of Personal Information](#)
5. [Security of Personal Information](#)
6. [Cross-Border Transfers](#)
7. [Retention](#)
8. [Data Subject Rights](#)
9. [Changes to our Privacy Policy](#)
10. [Contact information](#)

1. COLLECTION OF PERSONAL INFORMATION

In connection with our Services, we collect name, contact and employment details, as well as other Personal Information detailed below.

If you receive or participate in our executive, board search or leadership consulting services, we collect your name, title, professional and personal contact information, demographic data, results of any assessment, survey, or questionnaire you complete, compensation, employment objectives, memberships, community involvement, details in your curriculum vitae (including your educational background, work history, and other qualifications), language skills, job performance, reputation, responses to interview questions, and financial details (to coordinate and reimburse for travel), which we collect from you or third party sources such as online searches or professional contacts.

If you are a client or potential client, we collect your name, contact details, title or position, products or services requested, or other information that you provide including via online forms or email correspondence. Unless required or authorized by law, we do not process sensitive Personal Information about you, unless you have affirmatively consented to this processing.

2. INDIRECT DATA AND COOKIES

We don't collect any indirect data nor cookies from our website while you visit it. You can be sure we do not participate in any internet based advertising nor will we allow any partner to place cookies on our website.

3. USE OF PERSONAL INFORMATION AND LEGAL BASES OF PROCESSING

We may use your Personal Information in order to provide and improve our Services, such as sourcing, identifying, assessing, and retaining talent for executive or board positions and teams, sending you executive or board positions that may be of interest to you, assessing leadership teams and organizations in efforts to improve their performance and culture, providing advisory guidance on needs and trends for our clients, and sharing thought leadership that may be of interest to you.

We will NOT use any Personal Information for any other objective than our own, so we will not sell any information to third parties, and not share any information without your knowing and consent.

Some jurisdictions require that we explain the legal bases we rely on to collect, use, and share your Personal Information. We rely on several different legal bases to use your Personal Information, including:

- (i)** as necessary to perform a transaction (in order to respond to your request, such as for information about a specific Service);
- (ii)** as necessary to comply with a legal obligation (such as when we use Personal Information for record keeping to substantiate tax liability);
- (iii)** consent (e.g. process sensitive Personal Information); and
- (iv)** necessary for legitimate interests (such as providing, maintaining, securing, customizing, and improving the Services we provide to you).

The specific legal basis depends upon the Personal Information at issue and the context under which the information is collected. If you have questions about or need further information concerning the legal bases we rely upon to process your Personal Information, please contact us.

4. DISCLOSURE OF PERSONAL INFORMATION

We share Personal Information with our subsidiaries and affiliates worldwide in connection with the performance of our Services in accordance with the conditions of this Privacy Policy.

We also disclose Personal Information to third party service providers, such as auditors, information technology providers or referees in order to provide our Services to help support our business operations.

We also share Personal Information with our clients as necessary in connection with an executive or board search for opportunities that we believe are of interest to you.

We reserve the right to disclose Personal Information in connection with the sale, assignment, or other transfer of all or part of the business, or where we believe such disclosure is required by law or is appropriate in connection with any legal claims, subpoenas, warrants or other government/judicial processes or requests, as well as to protect visitors or the company, or to comply with applicable law.

We do not sell or rent out your Personal Information.

5. SECURITY OF PERSONAL INFORMATION

True-Capital maintains reasonable technical and organizational measures to protect Personal Information from loss, misuse and unauthorized access, disclosure, alteration and destruction.

To the extent that we disclose Personal Information to clients or third-party service providers, we require that such third parties also maintain reasonable security and confidentiality measures and use the Personal Information in accordance with our instructions and applicable law.

6. CROSS BORDER TRANSFERS

Your Personal Information may be stored and/or processed in countries that do not provide the same level of protection for Personal Information as the data protection laws of your home country.

We take appropriate steps, where required, to provide appropriate safeguards for Personal Information to be transferred, including, among others and as applicable, standard data protection clauses adopted or approved by the European Commission together with binding and enforceable commitments.

Where required by law, you can request a copy of such safeguards by contacting us.

7. RETENTION

For Personal Information that we collect and process during the process of our Services, we typically retain such Personal Information for no longer than the period necessary to fulfill the purposes outlined in this Privacy Policy and as otherwise needed to address tax, corporate, compliance, litigation, and other legal rights and obligations, plus a year, after which we will securely delete and/or take steps to properly anonymize your Personal Information.

8. DATA SUBJECT RIGHTS

True-Capital wishes to maintain Personal Information that is accurate, current, and complete. If Personal Information that you previously provided has changed, please share your new information by contacting us.

To opt out of communications from us, please let us know and we will act accordingly.

Where required by applicable law, you have the right to obtain confirmation that we maintain certain Personal Information about you, to access the Personal Information we have about you, and to correct, port, delete, block or withdraw consent to the processing of certain Personal Information (without affecting the lawfulness of processing based on consent before its withdrawal), by contacting us as detailed below.

In particular, you have the right to object to our use of your Personal Information, such as receiving executive or board openings. Please contact us to exercise such rights.

Please note that we need to retain certain Personal Information as required or permitted by applicable law.

9. CHANGES TO OUR PRIVACY POLICY

True-Capital reserves the right to change or amend Privacy Policy from time to time in its sole discretion, as permitted by applicable law.

If we make a material change to this Privacy Policy, we will post the revised policy on our web page www.true-capital.com, and obtain your consent if required by applicable law.

Nothing in this Privacy Policy is intended to create an agreement or contract between True-Capital and any person or entity providing any Personal Information.

10. CONTACT INFORMATION

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