

Managexam - Privacy Policy

November 14, 2024

Managexam is a company specializing in the provision of an online platform for organizing and monitoring remote assessments and examinations. Managexam, in particular via its application site app.managexam.com (hereinafter “the Service” or “the Services”), makes it possible, among other things, to:

- organize and administer remote examinations and assessments;
- monitor examination conditions via a remote monitoring system (proctoring) ;
- the creation and integration of examinations subjects ;
- examination correction ;
- organization of remote examinations with a jury (in particular thesis defences).

In the following, the term “User” or “Users” refers jointly to visitors to the institutional site, as well as Examinations Candidates and all persons who use Managexam's Services, in particular : teachers and staff of the establishments organizing the assessments using the Services (hereinafter “the Institutions” or “the Institution”), surveillance staff - whether external or internal to the Institutions, jury members, educational managers and all other persons external or internal to the Institution, employed or mandated by it, who are not Exam Candidates, and who are present in real or deferred time within the framework of the use of the Services offered by Managexam.

This document applies only to the application and services offered by Managexam and is not intended to cover any processing carried out by the Institution.

Managexam publishes the following websites : <https://managexam.com/> and <https://app.managexam.com/>

Managexam's head office is located at Montpellier Optimum Business Centre (REGUS) - 450 rue Baden Powell - 34000 Montpellier, France. Managexam is registered in the SIREN register under number 852 034 230.

Your privacy and your personal data are of paramount importance to us. At Managexam we have fundamental principles regarding the confidentiality and protection of personal data.

- We only ask or process your personal information if it is essential or if you have given us your consent to do so.
- We do not share your personal data with anyone except to offer Managexam's services, comply with the law, to assist you or to protect our rights or if you have given us your explicit consent to do so.

You will find below our Privacy Policy which sets out these principles.

Managexam may operate or implement certain digital tools accessible via the Internet (hereinafter, the Sites, or separately, a Site).

Managexam's policy respects the confidentiality of information that Managexam may collect in connection with the operation of its websites, its commercial management, its internal management (human resources, accounting, etc.), and the provision of the Services.

Managexam undertakes, within the framework of its activities and in accordance with the legislation in force in France and Europe, to ensure the protection, confidentiality and security of the personal data of the users of its services, and to respect their privacy.

To make it easier to read, this Policy has been crafted at two levels: the main text flow is legally-binding ("legal text") and "In a nutshell" frames, with text in italics, are non-binding. Our purpose in doing so is to help you have a better understanding of what we mean, how your data is processed, what you can expect from us and what we may expect from you.

In a nutshell: We have written these “in a nutshell” texts so that you can better understand our practices. However, the text to be taken into account, if necessary, is that written outside the “in a nutshell” inserts.

We know that you care about the use and sharing of your personal data, and we appreciate the trust you place in us by providing it to us. Know that we will take the greatest care. By visiting our websites, ordering, using the Services or creating a user account, you are accepting the practices described in this Privacy Policy.

In a nutshell : By continuing to visit the site, by providing data to order, using the application or creating an account, you acknowledge that you have read and accepted this policy.

1 Data controller

Managexam is the Data Controller for the processing of personal data that it implements on its own behalf, in particular the processing of personal data relating to the management of access to its services, its contractual relations with its customers and its legitimate interests, in particular prevention of fraud, and management of payment incidents, disputes and litigation.

In this context, Managexam has completed all the necessary administrative formalities with the competent authorities. Managexam complies with all effective laws and regulations pertaining to the protection of personal data in the countries where it operates, including in particular but not limited to:

- California Consumer Privacy Act (referred to as “CCPA”) of 2018, on privacy rights and consumer protection, effective on January 1, 2020, and later amended and expanded by the California Privacy Rights Act.
- from May 25, 2018, European regulation 2016/679 of April 27, 2016 on the protection of individuals with regard to the Processing of Personal Data and on the free movement of such data, and repealing Directive 95 / 46 / EC (General Data Protection Regulation, often referred to as “GDPR”);
- French law n ° 78-17 of January 6, 1978 relating to data processing, files and freedoms and its developments.

In a nutshell : We are responsible for the data you entrust to us for the processing we carry out on our behalf. We give out our contact details so that you can contact us. We comply with the regulations.

2 Processor

Likewise, as a subcontractor (a “processor” with regards to GDPR terminology and a “service provider” with regards to CCPA terminology) for our customers using the Managexam application (hereafter “a Customer”, “the Customers”, etc.), we have completed all the necessary administrative formalities vis-à-vis the competent authorities, in particular the California Consumer Privacy Act (referred to as “CCPA”) of 2018 and California Privacy Rights Acts (referred to as “CPRA”) of 2023, on privacy rights and consumer protection, effective on January 1, 2020, and later amended and expanded by the California Privacy Rights Act and the European regulation 2016/679 of April 27 2016 on the protection of individuals with regard to the Processing of Personal Data (general data protection regulation, often called GDPR) and on the free movement of such data, and repealing Directive 95/46 / EC.

It should be noted that documents and recordings deposited within the application are encrypted with strong ciphers. The owner of a subscription to Managexam can explicitly grant access to some of the data that they have provided and stored in the application, in particular to employees, service providers or partners, various stakeholders, as well as to Managexam teams and in particular for technical support purposes.

In any case, it is the Institution that decides to store personal data, which are theirs, within Managexam and to grant access to their data and that has full control over it, including with regard to the documents and other resources deposited therein, which only the persons to whom they has given access may access for consultation.

Each user of the Managexam application, in particular Examinations Candidates or staff employed or mandated by the Institution, is responsible for the data he/she provides within the application and as such is responsible for providing data that he/she has collected in accordance with regulations.

In a nutshell : Managexam users are responsible for the data they provide and which is processed within the Managexam application which performs processing on behalf of Managexam customers.

3 Purpose

3.1 As Data controller

Managexam processes your personal data within the framework of the contractual or pre-contractual relationship which binds you to Managexam or within the framework of the legitimate interest that Managexam has to process your personal data or when you have given your consent for your personal data to be processed by Managexam.

A contractual relationship, governed by our Terms of Service and / or Use, exists when you have placed an order with Managexam for the use of our application, when you have made a request to our after-sales service or when you have requested to be put in touch with a professional from our customer service. A pre-contractual relationship exists when you have expressed an explicit interest in an offer or a Managexam product, in particular when you have requested information or a quote concerning one or several of our offers or products or when a user account has been created (even when it has not been ordered) or when you have applied for a job offer, in particular on the sites of one of the partners to whom we may subcontract the management of our job offers.

The processing of personal data by Managexam pursues such legitimate interests as one or more of the following:

- Provide, maintain, and improve the Services;
- Provide and deliver the products and services you request, process transactions, and send you related information;
- Verify your identity and, if applicable, authorization for you to use the Services (such as from your employer);
- Respond to your comments, questions, and requests;
- Send you technical notices and other administrative messages;
- Communicate with you about products, services, offers, promotions, rewards, and events offered by us or others, and provide news and information we think will be of interest to you;
- Monitor and analyze trends, usage, and activities in connection with the Services;
- Conduct research, analysis, and surveys;
- Personalize and improve the Services and provide content or features that match user profiles or interests;
- Link or combine with information we get from others in connection with the Services;
- Carry out any other purpose for which the information was collected.

Managexam also has a legitimate interest in ensuring the commercial success of its offers and services and in providing offers and services that can contribute to its overall commercial success. Managexam's legitimate interests in processing your data include: better understanding the use, queries and interests in relation to our products and services, the users of the products and services offered by Managexam as well as the professionals in our network, in particular through studies, analyses and statistics and through our contribution programmes. Managexam may also process personal data for the legitimate purposes of handling and protecting against disputes, litigation and fraud as well as optimizing the commercial success of the products and offers it provides. Our company also has a legitimate interest in identifying the people best able to fill vacant positions within our departments.

In a nutshell: When you entrust us with your data for a specific purpose (creation of your account, configuration of the Services, question, etc.) we process this data so that this purpose is achieved. We may also process some of your data to carry out analysis and studies in order to improve our Services, to prospect or

retain our customers and to resolve disputes. For all this, we need personal data. Other personal data is processed only if you have consented to it.

3.2 As a Processor

When you use the Managexam's Service via <https://app.managexam.com/>, the relationship between you and Managexam is governed by the Terms of Use and / or, where applicable, the Terms of Services. Where applicable, the Services may be implemented in such a way that, in order to access them, you must accept the Terms provided by the Institution (its General Terms and Conditions or its Privacy Policy, for example).

The Managexam application allows Managexam clients and users to perform treatments that pursue at least one of the following objectives:

- Organise and administer remote assessments
- Monitor assessment or examination conditions via a remote surveillance system that may record images of Candidates and other Users - surveillance staff, examination board (photos, videos), screen captures of the Candidate's terminal, etc.
- Creation and integration of examination or assessment subjects
- Correction of examinations and assessments
- Provision of corrections to examinations and assessments
- Organisation of distance examinations (particularly thesis defences) with a jury
- Access to accounts created on the application site allowing, among other things, access, rectification or deletion of certain data
- Communication with Managexam's technical department
- More generally, all communication between Users, between Users and Institutions, between Users and Managexam, between Institutions and Managexam

The legal basis for processing personal data as a processor is the execution of a contract (or pre-contract) that exists between Managexam and the Institution, in order to provide the services ordered by the Institution.

Managexam may also use its expertise to carry out studies and analysis of the use of the Sites, in particular for the purposes of establishing indicators, revealing trends, carrying out treatments for predictive purposes, offering new services, as well as improving its productivity and that of Users.

***In a nutshell** : When you use the Managexam application, you and we have certain obligations and responsibilities which, where applicable, are detailed in the TOS and TOU provided by Managexam and / or the Institution. The Service is intended to render certain services to Managexam customers, that retain control over the data they provide or that is provided by users of the Services used by those customers.*

4 Data Protection Officer

A Data Protection Officer has been designated. This is the company SysStreaming SAS, located at 34, rue de l'Orme sec in L'Hay-les-Roses (F94240), France. It or the service responsible to deal with requests related to privacy and personal data usage may be contacted at the email address dpo@managexam.com

5 Retention period of personal data

The personal data collected by Managexam are kept only for the time necessary to accomplish the objective that was pursued during the collection or to meet legal and regulatory provisions.

More specifically, the following data retention periods are:

- Data collected during the creation of an account necessary for the use of the Service: for the duration of the use of the Service by the data subject, and up to 6 years after the last use.
- Data collected during an order, a request for an offer or a partnership request: for the duration of the contractual relationship and 3 years after the end of said relationship. Intermediate archiving in accordance with legal or regulatory obligations and responsibilities, up to 10 years after the end of the commercial relationship or the order (date of delivery or payment completing the order, whichever is the latest).
- Data from prospects and non-customer contacts who do not use the Services: 3 years after the last positive contact from the person concerned.
- Connection data (IP address, browsing history, etc.) to one of our Sites for a maximum of 12 months.
- Data concerning job applicants: 2 years after the last contact from the applicant. Intermediate archiving possible up to the time limit for prescription or foreclosure in recruitment matters.

***In a nutshell :** The data you have entrusted to us are processed solely for specific purposes, are necessary for those purposes and are kept for as long as is necessary for that purpose, for our obligations or for the defence of our interests. We do not keep your data longer than necessary or required by law. For example, some laws require us to keep invoices for 10 years.*

6 Scope of data collected

In order to use Managexam's websites and Services and to process orders placed with Managexam, we may collect and process the following personal data:

- Surname and first name of natural persons who have created an account on the Service, organisation to which the natural person belongs (employer or educational organisation for example, usually the Institution that has created the User's account), surname and first name of natural persons who have to process an order, recipients of a quote, contacts at a Managexam's customer, candidates for a job offer, persons who have contacted us.
- E-mail address of persons who have contacted us, Users of one of the Services, signatories of an offer, contacts at a Managexam customer.
- All personal data of Users using the Services and necessary for the fulfilment of the purposes.
- E-mail address of candidates for a job offer.
- Telephone number of persons in contact with us, of some users of the Service, recipients of an order or quotation, contacts at a Managexam customer.
- Telephone number and postal address of job applicants.
- Connection data (connection IP address, browsing history, technical details of terminals, browser language).
- Information Collected by Cookies and Other Tracking Technologies: We may use various technologies to collect information, and this may include sending cookies to your computer or mobile device. Cookies are small data files stored in device memory that help us to improve the Services and your experience, see which areas and features of the Services are popular, count visits, etc. We may also collect information using web beacons (also known as "tracking pixels"). Web beacons are electronic images that may be used in the Services or emails and help deliver cookies, count visits, understand usage and campaign effectiveness, and determine whether an email has been opened and acted upon. See section 17 Trackers and Cookies
- Data contained in the curricula vitae and cover letters of job applicants
- Data specific to the use of one of the Services in order to fulfil the purpose, such as :

- Surname, first name, e-mail address of Users or Applicants
- Telephone number of Users or Candidates
- Identification of Candidates or Users in accordance with the procedures laid down by the Client Institution
- Images of Candidates or Users (photos, videos)
- Extra time for examinations (particularly for dyslexics)
- Any personal data resulting from the use of the Services and necessary for the fulfilment of the purpose (e.g. in documents uploaded to the application, in interfaces, etc).

Connection data is also collected and processed, in particular the IP address used for the connection, user-agents, etc. This is necessary to be able to use the application or web site, to assist you, for the implementation of our security measures, and to satisfy our legal constraints, in particular with regard to the traceability of access and use.

***In a nutshell :** We need your contact details and email address to communicate with you about using Managexam's services, to contact you, to respond to your requests, in particular partnership requests, to process your applications for our job offers, your telephone number to contact you or ensure your identification, and connection data to assist you and fulfil our obligations, in particular traceability.*

The data processed to create and manage your access to the Managexam application may include a username and password. The username is an email address and may be required.

You must never share your account details with anyone else in order to connect to the services, including your login and password or your connection link. We recommend that you check your account regularly to ensure that your data has not been altered or modified. You guarantee Managexam against any claims or demands of third parties that would invoke a violation of their rights, as a result of the use of the Services made by you. You acknowledge that any use of the Services with your identification elements is presumed to be made by you and will be attributed to you.

Please note that data concerning Candidates must be provided, in particular by the Institution, with its consent or as part of an existing contractual or pre-contractual relationship (mandate for example, but also acceptance of General Terms and Conditions or internal regulations). Candidates must be informed, which only the entity providing the data is in a position to do.

***In a nutshell :** The confidentiality of your information is your responsibility as well. Do not share your credentials. Take care of the passwords you create and create unique and difficult-to-guess passwords.*

7 Locations and categories of processing

The processing that Managexam may carry out on personal data is mainly carried out in data centres hosted by its service providers, in France or in Europe.

If Managexam, a Managexam service provider, supplier or sub-processor carries out processing in a country that is not in the European Union or in a country on the list of countries recognized as adequate while having given the necessary guarantees (for example by having adhered to programs or mechanisms recognized as adequate by the European Union or by having implemented Binding Corporate Rules), the contractual relations between Managexam and this third party impose the implementation of appropriate guarantees. Managexam works with third parties that offer all the necessary guarantees, and in particular with whom Managexam has signed the European Commission's standard contractual clauses.

In all cases, and in particular would regulations evolve, Managexam takes all the necessary measures to regulate cross-border data transfers and establishes, when necessary, data protection agreements (DPAs) to guarantee data transfers in accordance with the legislation in force, in particular under the provisions of the Article 46 of the GDPR.

In a nutshell : The data you have entrusted to us are processed in France or in a country whose law requires respect for the basic principles of loyalty, transparency and confidentiality, or by a service provider which gave all the guarantees necessary for you and us to be reassured.

8 Recipients of processed data

Managexam may possibly transmit the personal data that you have provided or that it has collected to its employees, service providers or affiliated organisations which

- (i) need to be aware of this information in order to process it on behalf of Managexam or to provide services for the purposes mentioned above
- (ii) have agreed not to disclose them to third parties.

These potential recipients include companies that host Managexam websites and companies that provide technical services: AWS, Mailjet, Twilio, MongoDB, Off Axis, Fabrique IT, Sentry and Zendesk.

Managexam may also use the services of providers that provide accounting, emailing, marketing agency, companies specialising in research and analysis, as well as satisfaction surveys, which may need to use your personal data to carry out our missions or the missions that you have entrusted to us.

A complete list of Managexam's sub-processors may be obtained on demand.

Managexam will not rent or sell personal data to third parties. Apart from its employees, contractors, and affiliated organisations, as indicated above, Managexam only discloses personal data in the event of a subpoena, court order or other governmental order, or when Managexam believes that this disclosure is necessary to protect the property or rights of Managexam, a third party or the general public.

If you are a registered user on a Managexam site or have an access to the Services and have provided your email address and have consented to receive communications from Managexam, Managexam may occasionally send you an email to notify you of new features, to ask for your opinion or keep you informed of news from Managexam and its offers. We can also use our various blogs to communicate this type of information, in particular in order to limit the number of emails.

Managexam takes all reasonable and necessary measures to protect your personal data against unauthorised access, use, modification or destruction of personal (or potentially personal) data.

In a nutshell : The data you have entrusted to us will only be transmitted if absolutely necessary or if you have given us permission to do so. The recipients of your data, including us, give all the necessary guarantees so that you are reassured.

9 Transfer of processed data to third parties

The data that you provide or that are collected by Managexam or on its behalf are not transmitted to third parties, except, potentially, to the recipients mentioned in the previous article.

In a nutshell : We do not transmit your data, except in the cases that we have already mentioned.

10 Transfer of data to a third country outside of the United States or the European Union

Some of the data that you provide or that is processed by Managexam or on its behalf may be transmitted to third parties operating outside the European Union. These third parties have all adhered to the appropriate programs and / or have given the necessary guarantees for the protection of personal data.

In a nutshell : We do not transmit your data, except in the cases that we have already mentioned. When we transmit them, it is to service providers that operate in a country whose law requires compliance with the basic principles of loyalty, transparency and confidentiality, or to service providers that give all the guarantees necessary for you to be reassured. .

11 Business development

If you are a registered end user of Managexam's application or web site and have provided your email address or mobile number and consented to receive our communications, if you are a professional who may be interested in our products, offers and events, or if you have previously ordered from us, Managexam may send you emails or texts to let you take advantage of our offers, our events, announce new features, ask for your opinion or simply keep you informed of news from Managexam and its offers. You always have the possibility to oppose any prospecting of this type, by contacting us using the "Contact Us" link on our website, by land mail to the above addresses or by telephone to the number you provided when establishing your relationship with Managexam or by clicking the "To stop receiving these emails, [unsubscribe here](#)" link in the emails we send.

All digital communication for commercial or information purposes from Managexam (email, text message, etc.) contain a link or instructions to object to future similar communications.

***In a nutshell :** If you have provided us with your email address or mobile number and have given us permission to do so, are a professional who may benefit from our offers or are a customer of ours, and if you have not objected, we may send you informational or promotional emails and text messages. You can refuse to receive such emails and text messages at any time.*

12 Exercising your right of access, correction and opposition

As a customer or user of our Services, websites and web applications and as a user whose personal data are processed in the course of the use of our Services and web applications, you have the right:

- To request that your personal data be deleted from our files. This is known as the right to be forgotten. That said, we cannot delete your data as long as there is an ongoing processing operation concerning you (e.g. an assessment being corrected), which has not been fully processed, or as long as there is a dispute between you and us (or between you and an Institution) or, more generally, as long as we need your data to perform a contract or fulfil one of our obligations. **We can't either delete personal data that is not ours, such as Students or Candidate data: only the Institution responsible for the creation of said data has the power to delete it;**
- To object to the collection and processing of data concerning you when it is not strictly necessary;
- To access and retrieve the data collected about you in a standard electronic format;
- To modify your data, in particular by yourself by editing the data in your user account;
- To request a limitation of their processing by requesting, in particular, that a retention period be extended (for example, with regard to elements that you provided when using one of the Services) in order to manage a possible dispute or litigation ;

In addition, as a applicant who has applied for a job with our company, you have the right :

- To request that the data you provided when applying for a job, in particular your CV and cover letter, be deleted from our files. As long as an applicant has not made this request, and within a limit of 2 years after the last contact with said applicant, it is in our legitimate interest to keep said data so as to enable the best match between the positions offered and the people who can fill these positions.

When Managexam processes your data on its own behalf, these rights can be exercised by contacting us at the contact details mentioned above, writing an e-mail to dpo@managexam.com or which are available on our website.

When Managexam processes data as a processor (in particular when you use one of our Services or your data is processed by one of our Services) these rights must be exercised directly with the Institution to which you belong.

Nevertheless, in agreement with the client institution, the Service offers functionalities enabling some of your rights to be exercised autonomously, sometimes in a restricted manner (notably the right of access or rectification... You will not be able to rectify your marks by yourself for instance!). Please note that where your data is processed on behalf of an institution, Managexam will forward to that institution any request it has received relating to the exercise of your right: only the institution is authorised to satisfy your request.

Deleting an account means deleting the data linked to that account, as well as the login details. This is only possible when the Services have fulfilled their full purpose, and Candidates have reached the end of their examinations or assessments (corrections made, results sent). In the case of a remedial assessment or examination, deletion will only be effective once the remedial session has been completed in its entirety. Following deletion via the dedicated function, some of the data required for the history of use of the Services for the purpose in question will be anonymized.

You also have the right to lodge a complaint with a supervisory authority and to take legal action, particularly if your requests to exercise your rights have not been dealt with within one month of their submission. In France, the supervisory authority is the CNIL, which can be contacted via the appropriate forms on its website cnil.fr.

In a nutshell : *You have control over the data you have entrusted to us. You can consult them, rectify them, ask that they be erased or that they are used only for certain things and not for others, for example that they are not used to send you information or commercial offers. Whenever possible, we will do our best to accommodate your requests as quickly as possible.*

13 Data storage in the event of death

You can formulate directives relating to the storage, erasure and communication of your personal data after your death in accordance with articles 84 and 85 of French law 78-17 of 6 January 1978 as amended. These guidelines can be general or specific.

You can formulate your advance directives by contacting us by e-mail at dpo@managexam.com

In a nutshell : *You have control over the data you have entrusted to us and you can give us instructions that will be applied after your death, if we still have data about you at that time, which we hope will be as late as possible. For example, you can ask us to erase your data or to send it to a specific person.*

14 Data security

Managexam takes all reasonable and necessary measures to protect the processed data against unauthorised access, use, modification or destruction of personal (or potentially personal) data.

In a nutshell : *The data that you entrust to us or that you provide during your use of the Managexam application is treated with care and we take many measures to protect and cherish it. For example, we encrypt your data on networks and on storage means, we only give access to this data to people who need this access, we monitor the computers that store and process it, we carry out regular backups, etc.*

We have commitments relating to the security of our services and we have put in place physical, administrative and technical measures to prevent unauthorised access to your data. Our security policies cover security management for internal operations and our services. These policies govern all areas of security applicable to the Services and apply to all Managexam employees as well as our service providers and contractors which need to have access to this data.

In a nutshell : *We are very concerned about the security of the data that you entrust to us*

We quickly assess and respond to incidents that create suspicion of unauthorised data manipulation. Our teams, including the global information security team, are informed of these incidents and, depending on the nature of the activity, define the processes and intervention methods to deal with the incidents. If we determine that your data has been misappropriated or otherwise incorrectly processed by a third party, we will inform you as soon as possible, as well as the supervisory authority (e.g. the CNIL in France).

In a nutshell: Our teams monitor and supervise all suspicious activity and are mobilised to ensure that there is as little as possible

15 Subcontracting

Managexam only uses subcontractors that provide sufficient guarantees as to the implementation of appropriate technical and organisational measures so that the processing meets the requirements of applicable regulations and guarantees the protection of the rights of the data subject.

In a nutshell : When we need subcontractors, for example to host your data or process your orders, we only choose subcontractors who have given us sufficient guarantees for you and us to be reassured

16 Asset disposal

If Managexam, or substantially all of its assets, is sold, or in the unlikely event of Managexam going out of business or bankruptcy, user information would be one of the assets transferred to a third party or acquired by it. You acknowledge that such transfers may take place and that any purchaser of Managexam may continue to use your personal data in accordance with this privacy policy.

In a nutshell : If our company is sold or transferred, your data will be passed on to the new processor, as it is one of our most valuable assets. But we guarantee that this data will then be processed at least as well by their new processor as by us.

17 Trackers and cookies

Please refer to the document "Cookie Policy" for complete information on cookies and trackers.

18 Advertising

We do not display advertising on our sites.

19 Changes to this Privacy Policy

We may change - and in particular improve - this Privacy Policy from time to time. If we make changes, we will notify you by revising the date at the top of the policy. In some cases, we may provide you with additional notice, such as adding a statement to our homepage or sending you an email notification. We encourage you to review the Privacy Policy whenever you access the Services to stay informed about our information practices and the ways you can help protect your privacy. Your use of the Managexam site and the Managexam app after any changes to the privacy policy constitute your acceptance of those changes. In the event of a change in this policy, you may also be required to accept it again when you connect to the Service, even if you have previously accepted it.

In a nutshell : We can make changes to the way we treat your data, with a level of security that will be at least equivalent to that presented in this policy. These changes are usually mostly minor and only if necessary will we burden you with asking you to accept the policy again , but we do appreciate that you read from time to time the policy that applies. And remember that if ever you do not or no longer agree with our policy, or if you have a question, or if you want to exercise any of your rights, you just have to contact us through our website.

20 Intellectual property

The websites and Services published by Managexam hold (or are authorised to use) all intellectual property rights relating to them. It is forbidden to copy or download all or part of their content, except with our express prior authorization.

The Sites and all their content (in particular documents, photos, logos, trademarks and information of any kind, but also computer code, databases, etc.) are protected by various rights, including copyright. Managexam grants to the Users of its Services an authorization of visualisation excluding in particular the re-use of all or part of the

contents of the Sites for any reason whatsoever. The re-use of all or part of a Site, including this document, is totally forbidden. This document has been drafted on the basis of elements provided by the company SysStreaming SAS, which has granted Managexam the necessary rights to use them. Any unauthorised reuse of all or part of the content of this document would thus violate the rights of Managexam and SysStreaming, who may reserve the right to seek compensation for any damages thus suffered.

All reproduction rights are reserved, including for downloadable documents (pdf documents as well as logos, photos, information of any kind, etc.). Downloadable documents are also protected by copyright.

Any total or partial representation of a Site, or reuse of any Site content, by any organisation whatsoever, without the express authorization of Managexam, is prohibited and constitutes an infringement punishable by articles L.335-2 et seq. of the French Intellectual Property Code. The databases used by Managexam are protected by the provisions of the law of July 1, 1998 transposing the European directive of March 11, 1996 on the legal protection of databases into the Intellectual Property Code.

Similarly, any recording, broadcasting, translation or adaptation, in whole or in part, of any element of the Sites is prohibited without the express prior authorization of Managexam.

21 Hyperlinks

The Sites may give access to other pages or websites which may have their own legal notices, which should be consulted and respected.

The creation of some hypertext link to the sites and pages of a Site is authorised without a frame (iFrame, frame embedded in a web page) with prior mandatory notification of Managexam, which may, at its sole discretion, refuse to allow such links to be set up.

The creation of hypertext links pointing to the content of a Site is authorised provided that they are accessible by opening a new window. In no event shall any content of the Site be included within another site or imply or infer that such content is not Managexam's content. Managexam reserves the right to request the removal of any link it deems non-compliant.

Managexam cannot under any circumstances be held responsible for information published on third parties' sites to which hypertext links have been installed, nor for any damage of any kind whatsoever resulting in particular from their access.

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<p>In a nutshell : Links to our site are allowed if you warn us, don't try to make it look like the content is yours and we don't object.</p>
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