

PRIVACY POLICY

This is the Privacy Policy for www.streetbees.com (<http://streetbees.com>) (the “site”) and any web or mobile application we provide (the “application”). The site and application are operated by or on behalf of Streetbees.com Limited (“we”, “us” and “our”). Our registered company number is 09177215, and our registered office is located at 2nd Floor 100 Cannon Street, London EC4N 6EU, United Kingdom. Our VAT registration number is GB197-413-384.

We are committed to protecting and respecting your privacy online. We appreciate that you do not want your personal data distributed indiscriminately and this Privacy Policy (together with our Terms and Conditions and any other documents referred to on it) sets out the basis on which any personal data that we collect from you, or that you provide to us, will be collected and processed by us and what controls you have. Please read the following Privacy Policy carefully to understand our views and practices regarding your personal data and how we will collect, process, protect and treat it.

For the purpose of the Data Protection Act 1998 (the Act) and the EU General Data Protection Regulation 2016/679 of 27 April 2016 (the GDPR), the data controller is Streetbees.com Limited, a company registered in England and Wales under company number 09177215 and having its registered office located at 2nd Floor, 100 Cannon Street, London EC4N 6EU, United Kingdom.

By using the site and/or application, you consent to the collection and use of your personal data in accordance with this Privacy Policy.

You are under no obligation to provide any such personal data. However, should you choose to withhold the requested personal data, we may not be able to provide you with certain services.

We reserve the right to change this Privacy Policy from time to time by changing it on the site or by updating it on the application.

This Privacy Policy was last updated on 03/05/2018.

1. PERSONAL DATA WE MAY COLLECT FROM YOU

- 1.1 For the purpose of this Privacy Policy, “personal data” shall have the meaning defined by Article 1 of the Act and Article 4 of the GDPR.
- 1.2 Collection of personal data related to our Bees
 - 1.2.1 While using the site or application, there are certain services to which you can only access once you have registered to participate to our stories (through the “Become a Bee” section of the

site or application) and created a Bee account (the account). Here is the information we will request from you to complete such registration:

- Mobile phone number;
- First name;
- Last name;
- Email address;
- Country;
- Language;
- Date of birth; and
- Gender.

You are free to disable your account through the site or app anytime.

You are also free to uninstall the app anytime.

However, we may retain information required in order to enforce our contractual rights or obligations, meet our legal or regulatory obligations or resolve a dispute.

- 1.2.2 In order to login to your account, you will need to enter your mobile phone number and associated password.
- 1.2.3 When you register for an account, we will ask for your mobile phone number which will be used for authentication during the registration process and for receiving a reset link in case you forget the password associated with your account. Conditional upon your acceptance, your mobile phone number may also be used to invite you to participate to new surveys (we call them “stories”) or remind you to complete a story you have started.
- 1.2.4 If you participate to a story for which you are entitled to receive a payment (“paid story”), in order to be able to make such payment, we will also ask for:
 - the email address associated with your PayPal, Segovia, Transfer To, Transferwise or Upwork account; or
 - your bank details (sort code and account number or IBAN and SWIFT/BIC) in case of payment by bank transfer.
- 1.2.5 When you take part to a story, we shall collect your responses and remove as much personal data as reasonably possible before creating a report, to discover trends or patterns in the data collected (the “stories reports”). As regards location data, only your city and country will be provided in the stories report. We may then provide these stories reports to our third-party clients (the “clients”) for a fee or use the data for our own analysis. Please note that, except in case it is specifically required and in case you provide photographs and/or videos, our clients will not be provided with any personally identifiable information.
- 1.2.6 If you participate to a paid or unpaid story, you may have to submit photographs or videos as part of your answer. It is possible that these photographs or videos may be of a quality so as to personally identify you and/or other individuals appearing in the photographs or videos. If you do not wish for photographs or videos of yourself or others to be shared by us, please do not participate to any story which involves any photograph or video element. Also, if the photographs or videos you submit include other individuals’ voice or image, you shall make sure and warrant you got their prior express consent. By completing a story with a photograph or video element, you consent to the photographs or videos you submit being shared with our clients in an

unmodified form. This authorization shall be valid both during your period of involvement as a Bee and anytime after termination of said involvement. You hereby release and hold us harmless from any reasonable expectation of privacy or confidentiality associated with the photographs and/or videos specified above and their status of personal data under the Act and GDPR. You further acknowledge and agree that the taking/publication/release of these photographs and/or videos confers no right of ownership or royalties whatsoever. You hereby release us for any claims by you or third parties in connection with your participation.

- 1.2.7 When participating to a story, you may be requested to submit open text answers, i.e. type an ad hoc answer text. In such case, you warrant that this open text does not include any personal data about yourself or any other individual, unless expressly requested by us and, in case it includes personal data about another individual, you shall warrant that said individual has consented to our terms and conditions. Please note that, unless we expressly requested personal data to be included in an open text submission, we shall irrevocably treat all open text submissions as not including personal data.
- 1.2.8 When you participate to a story, we collect information through the site or application as to your real time location so that anonymised responses sent to clients can be based on knowing the city and country to which stories relate. This information is/may also be collected in combination with an identifier associated with your device to enable us to recognise your mobile browser or device when you return to the site or application.
- 1.2.9 We will also keep details of the stories you complete through the site or application.
- 1.2.10 For your information, processing of personal data related to our Bees is based on contract performance under Schedule 2 of the Act and Article 6 of the GDPR.
- 1.2.11 Other personal data may be requested in relation to any competition or promotion we may sponsor, in which case a specific policy will be provided.
- 1.2.12 We may, from time to time, run referral programmes or similar initiatives, such as a "Tell a Friend" programme, that invite you to provide us with the contact details of someone who is known to you and who may find our products or services to be of interest. We will only use those contact details to send a one-off email, for the purpose of the relevant initiative (and not for general marketing purposes). By providing us with their details, you confirm that you have these persons' permission to do so and must not provide us with the details of anyone from whom you do not have such permission. We reserve the right to identify you as the person who has made the referral in the message that is sent to them.
- 1.3 We may also collect and process the following data about you:
 - Your first name, last name, email and (on an optional basis) phone number when you contact us through the "Try Now" section of the site or application (processing based on our legitimate interest under Schedule 2 of the Act and Article 6 of the GDPR);
 - Your first name, last name, email, phone number (on an optional basis), address (on an optional basis), resume, cover letter (on an optional basis), entitlement to work in the applied country, salary expectations and date of availability when you apply for an open position through our "Careers" section (processing based on our legitimate interest under Schedule 2 of the Act and Article 6 of the GDPR);
 - Your email address when you subscribe to our newsletter (processing based on your consent under Schedule 2 of the Act and Article 6 of the GDPR); and

- Generally speaking, any data or information that you provide by filling in forms on the site or application (processing based on our legitimate interest or on contract performance under Schedule 2 of the Act and Article 6 of the GDPR). This includes information provided at the time of registering to use our site or application, registering for any service provided by us to you through the service platform on the site or application, posting material or requesting further services, and information provided to us through the feedback system as to your performance of story through the site or application.
- 1.4 We may also ask you for first name, surname, email and phone number when you report a problem with the site, the application or our service (processing based on our legitimate interest or on contract performance under Schedule 2 of the Act and Article 6 of the GDPR).
- 1.5 If you contact us, we may keep a record of that correspondence as well as your first name, last name, email address and phone number (if provided) (processing based on our legitimate interest under Schedule 2 of the Act and Article 6 of the GDPR).
- 1.6 We may, by means of cookies (see clause 10 below) and/or other similar technologies, keep details of the data related to your visits to the site or application, including the type and version of internet browser you use, the type, manufacturer and model of the computer or mobile device you use, any website or external application from which you have come to the site or application, your IP address, the operating system of your computer or mobile device, traffic data, location data, weblogs and other communication data, whether this is required for our own billing purposes or otherwise and the resources that you access.
- 1.7 Finally, we may monitor your use of the site or application using cookies and/or similar tracking devices. For more information, please refer to clause 10 below.

2. THIRD-PARTY WEBSITES

- 2.1 Please note the below shall apply in case you do one of the following while using the site or application :
 - Look into or apply for an open position through the “Careers” section of the site or application , in which case you will be automatically redirected to a workable.com URL operated by Workable;
 - Import data from your LinkedIn account (including your profile picture) in order to apply to an open position;
 - Create a Bee account using Facebook or Google + or connect your account to Facebook or Google +; or
 - Receive a payment through PayPal, Segovia, Transfer To, Transferwise or Upwork .
- 2.2 In such case, we will receive personal data that you respectively authorize Workable, LinkedIn, Facebook, Google +, PayPal, Segovia, Transfer To, Transferwise or Upwork (the “third-party websites”) to share with us, such as the email address you use in order to login to the third-party website or your registration and profile information, friends and connections for the third-party website. The way this personal data is collected, shared and processed will depend on and be governed by the privacy policies of said third-party websites, that we encourage you to review

carefully. Moreover, please note that all third-party websites' transactions are subject to the privacy policies, terms and conditions and other policies of said third-party websites.

- 2.3 The site or application may also, from time to time, contain links to external websites. We are not responsible for the privacy policies, terms and conditions, other policies or content of such external websites.

3. WHERE AND HOW WE STORE YOUR PERSONAL DATA

- 3.1 We make our best efforts to ensure your personal data is kept secure and protected from accidental loss or unauthorized access, use or alteration, through the following structural and technical measures:
 - Confidentiality clauses in all of our employment and service agreements with natural or legal persons having access to personal data;
 - Computers and email accounts of all of our employees being password protected;
 - Access to Bee accounts being protected by unique login details and passwords;
 - Encryption of the personal data while in transport through the https protocol;
 - Encryption of the personal data while at rest;
 - Encryption of the backups including personal data;
 - Personal data stored on secured servers and infrastructures;
 - Permissions of access to documents including personal data regularly reviewed and monitored; and
 - Regular monitoring of the usefulness of stored personal data and deletion of all personal data no longer required for the purpose for which it was collected.
- 3.2 Unfortunately, and despite our efforts, the transmission of information via the internet is not completely secure. Although we will take reasonable precautions to protect your personal data, we cannot guarantee the security of your data transmitted to the site or application; please note that any such transmission is at your own risk. Once we have received your personal data, we will use our procedures and security features to try to prevent any unauthorised access.
- 3.3 The data that we collect from you may be transferred to, and stored at, a destination outside the European Economic Area ("EEA"). It may also be processed by staff operating outside the EEA who work for us or for one of our suppliers. Such staff may be engaged in, among other things, the processing of your payment details and the provision of support services. By submitting your personal data, you agree to this transfer, storing and processing. We will take reasonable precautions to ensure that your personal data is treated securely and in accordance with this Privacy Policy by us, our licensors and contractors.
- 3.4 All personal data you provide to us is stored on our (or our licensors and contractors') secure servers.
- 3.5 It is advisable to close your browser when you have finished your user session to help ensure others do not access your personal data if you use a shared computer or a computer in a public place.

4. USES MADE OF THE PERSONAL DATA

- 4.1 Please find below a description of the purposes for which we use the personal data you may provide us while using the site or application.
- 4.2 The personal data provided by the Bees may be used for the following purposes:
 - Authentication and administration of your account;
 - Password reset;
 - Payment processing (including but not limited to verifying and carrying out financial transactions);
 - Audit of the downloading of the application and of data from the site or application;
 - Information about new available stories; and
 - Reminder to complete a story.
- 4.3 The personal data provided by candidates applying for open positions through the “Careers” section of the site or application may be used for the following purposes:
 - Assessment of the candidate’s fitness for the position;
 - Invitation for the candidate to join a recruitment process;
 - Assessment of the candidate’s fitness for other open position.
- 4.4 The personal data provided through the “Try Now” section of the site or application may be used for the following purposes:
 - Address the person’s request;
 - Elaborate statistics about the requests made on the site and application.
- 4.5 The personal data provided while subscribing to our newsletter may be used for the following purposes:
 - Send our newsletter;
 - Address an unsubscription request.
- 4.6 The personal data provided while contacting us at the email address provided on the site or application may be used for the following purposes:
 - Address the person’s request;
 - Tracking issues with the site or application;
 - Tracking late payments to Bees; and
 - Archiving and statistics about our received correspondence.
- 4.7 We may also use the personal held about you for the following purposes:
 - Help us identify you and any account you may have with us;
 - Marketing communication (from us or one of our business partners) if you expressly accepted to be contacted for marketing purposes;
 - Administration;
 - Research, statistical and behavioural analysis;
 - Fraud prevention and detection;
 - Security vetting;
 - Ensure that content from the site and application is presented in the most effective manner for you and for your computer and/or mobile device;
 - Allow you to participate in interactive features of our service, when you choose to do so;

- Identify visitors to the site or application;
- Notify you about changes to our service;
- Address a problem you may face with the site, the application or our service.
- 4.8 We may contact you by electronic means (e-mail), phone, SMS, push notifications or post.

5. DISCLOSURE OF YOUR PERSONAL DATA

- 5.1 We may disclose your personal data to any member of our group, which means our subsidiaries, our ultimate holding company and its subsidiaries, as defined in section 1159 of the UK Companies Act 2006.
- 5.2 We may disclose your personal data to third parties:
 - In the event that we sell or buy any business or assets, in which case we may disclose your personal data to the prospective seller or buyer of such business or assets.
 - If Streetbees.com Limited or substantially all of its assets are acquired by a third party, in which case personal data held by it about its customers will be one of the transferred assets.
 - If we are under a duty to disclose or share your personal data in order to comply with any legal obligation, or in order to enforce or apply our terms and conditions or the terms and conditions of a service delivered by us through the service platform on the site or application and other agreements; or to protect the rights, property, or safety of Streetbees.com Limited, our licensors and customers, or others. This includes exchanging information with other companies and organisations for the purposes of fraud protection.
- 5.3 We may also disclose your personal data to:
 - Our agents and service providers;
 - The third-party websites as defined in clause 2 above;
 - Our business partners if you agreed to be contacted by them for marketing purposes (see clause 4.7 above).

6. MONITORING

We may monitor and/or record our communications with you, on whatever channel, for quality, training, fraud detection and compliance purposes.

7. YOUR RIGHTS

- 7.1 You have a certain number of rights in relation to our processing of your personal data which are being summarized in this clause 7.
- 7.2 Right to be informed : You have the right to be informed about the collection and use of your personal data, which is the purpose of this Privacy Policy.

- 7.3 Right of access : You have the right to request access to the personal data we may hold about you. In order to exercise this right for the personal data not available directly when you login to your account, you should:
 - put this request in writing;
 - attach a proof of identity and address;
 - specify the personal data to which you want to have access.
- 7.4 Right to rectification : You have the right to have the personal data we hold about you rectified if it is inaccurate or incomplete. In order to exercise this right for the personal data not modifiable directly when you login to your account, you should:
 - put this request in writing;
 - attach a proof of identity and address;
 - specify the personal data you want us to rectify.
- 7.5 Right to erasure or right to be forgotten : In some instances, you have the right to request the deletion or removal of your personal data where there is no compelling reason for its continued processing.

This right is not absolute and only applies if:

- the personal data is no longer necessary for the purpose for which it was originally collected or processed;
- the personal data was collected and processed relying on your consent and you decide to withdraw such consent;
- the processing is based on legitimate interests and there is no overriding legitimate interest to continue this processing;
- the personal data is being processed for direct marketing purposes and you object to that processing;
- the personal data is being processed unlawfully;
- we have to do it to comply with a legal obligation; or
- the personal data was processed to offer information society services to a child.

Provided it is applicable, you should do the following in order to exercise this right:

- put the request in writing;
- attach a proof of identity and address;
- specify the personal data you want us to erase.

For the sake of clarity, you do not have such right when you participate to stories, including but not limited to when you provide photographs and videos as part of a story submission.

- 7.6 Right to restrict processing : You have the right to block or suppress the processing of your personal data for the future, in certain conditions described in Article 18 of the GDPR. In order to exercise this right, you should:
 - put this request in writing;
 - attach a proof of identity and address;
 - specify the personal data or processing you want to restrict.

For the sake of clarity, you do not have such right when you participate to stories, including but not limited to when you provide photographs and videos as part of a story submission.

- 7.6 Right to data portability : You have the right to obtain and reuse the personal data we process about you, for your own purposes across different services. In order to exercise this right, you should:
 - put this request in writing;
 - attach a proof of identity and address;
 - specify the personal data you want to obtain for porting.
- 7.8 Right to object : You have the right to object to:
 - processing based on legitimate interests or the performance of a task in the public interest/exercise of official authority (including profiling);
 - direct marketing (including profiling); and
 - processing for purposes of scientific/historical research and statistics.

In order to exercise this right, you should:

- put this request in writing;
- attach a proof of identity and address;
- specify the processing to which you want to object.

8. CHANGES TO OUR PRIVACY POLICY

Any changes we may make to our Privacy Policy in the future will be posted on this page and, where appropriate, notified to you by e-mail.

You should check our Privacy Policy on a regular basis to ensure you are aware of its most recent version, as it is the latest available version of this Privacy Policy that shall apply each time you access to the site or application.

9. CONTACT

Questions, comments and requests regarding this Privacy Policy are welcome and should be addressed by email to support@streetbees.com (support@streetbees.com) or by post to our registered address mentioned above.

10. STREETBEES USE OF COOKIES

- 10.1 When you interact with the site or application, we try to make that experience simple and meaningful. When you visit the site or access to the application, a web server sends a cookie or other similar technology to your computer or mobile device (as the case may be). Cookies are small pieces of information which are issued to your computer or mobile device (as the case may be) when you visit a website or access to a mobile application and which store and sometimes track information. A number of cookies we use last only for the duration of your web or application session and expire when you close your browser or exit the application. Other

cookies are used to remember you when you return to the site or application and will last for longer.

- 10.2 We use cookies and/or other similar technologies (including Pixel codes and in-app IDs) for the following purposes:

Strictly necessary cookies

- enabling you to navigate round the site or application, managing your login session so you can move easily from one page to another within the site or application and your page requests are loaded in smooth and secure manner;

Performance

- collecting anonymous statistical information about how you use the site or application (including how long you spend on the site or application) and where you have come to the site or application from, so that we can improve the site or application and in order to learn which parts of the site and which functions of the application are most popular with users;
- remembering that you have visited us before. This means we can identify the number of unique visitors we receive. This allows us to make sure we have enough capacity for the number of users that we get.

Functionality

- remembering whether you have completed any story before;
- preventing fraudulent completion of story (i.e. if someone tries to complete the same story more than once);
- customising elements of the promotional layout and/or content of the pages of the site or application in order to improve your experience of the site or application.

Other

- undertaking research and statistical analysis in relation to your browsing of the site or use of the application.

- 10.3 We may store information about you using cookies which we can access when you visit our site or use the application in the future.
- 10.4 Cookies do not usually include personal data, however they may contain the type and version of internet browser you use, the type, manufacturer and model of the computer or mobile device you use, any website from which you have come to the site or application, your IP address, the operating system of your computer or mobile device and internet log information.
- 10.5 If you want to delete any cookies that are already on your device, please refer to the instructions for your file management software to locate the file or directory that stores cookies.
- 10.6 Information on deleting or controlling cookies is available at www.AboutCookies.org (<http://aboutcookies.org>) . Please note that by deleting our cookies or disabling future cookies you may not be able to access certain areas or features of our site or application.
- 10.7 We work with external suppliers who may also post cookies on the site or application, such as:
 - Google analytics;
 - Mixpanel;
 - Facebook; and
 - Adwords.

This list may evolve in the future, in which case this Privacy Policy will be updated accordingly.

These external suppliers are responsible for the cookies they post on the site or application and, for more information about these cookies, you should refer to their specific privacy policies.