

Privacy policy:

1. Purpose.

The service provider of the website is WE ARE ANTS, with registered office at Rue Liberté 10, Casablanca Morocco.

This Legal Notice regulates the use of the domain WEAREANTS (hereinafter, the "Website"). For notification purposes, you can send any request to the following contact e-mail address: dpo@weareants.ma.

Use of the Website implies acceptance by you (hereinafter we will refer to you as "User" or "you" indistinctly) of the conditions of use included in this Notice. If certain services contained and/or tools offered through this Website require the application of specific conditions, these will be made available to the User.

On the other hand, WE ARE ANTS, warns that both the contents and services of this Website and the conditions of use themselves may be modified without prior notice.

2. General Conditions of Use.

The User undertakes to provide true, accurate and complete information about his or her identity in the sections where registration is required in order to access them. Furthermore, he/she undertakes to keep the personal data that may be provided to WE ARE ANTS up to date; therefore, the User is solely responsible for any false or inaccurate information that he/she may provide.

Users who are minors must obtain permission from their parents, guardians, or legal representatives in order to access the services provided. WE ARE ANTS, is not responsible if the data on this subject are inaccurate or false.

The Website may only be used for legal purposes, therefore, the User undertakes to make lawful and honest use of the Website and in accordance with these General Conditions of Use, not to use the services of the Website to carry out activities contrary to Moroccan and EU law, morality and public order, assuming all liabilities for damages to the owner of the domain or third parties that may arise from illegal or impermissible practices, including but not limited to, among others:

- Carrying out without prior consent from the owner of the domain any manipulation or alteration of the Website, WE ARE ANTS not assuming any liability that may arise from such manipulation or alteration by third parties.
- Carrying out any act that may damage, render useless, overload, or deteriorate the Website and the services and/or prevent normal use and utilization by the Users.
- Introduce and/or use computer programs, data, defective files, viruses, malicious code, computer or telecommunications equipment or any other, regardless of their nature that may cause damage to the Website, to any of the services, or to any assets (physical or logical) of the information systems of WE ARE ANTS
- Violate the rights of third parties to privacy, self-image, data protection, secrecy of communications, intellectual and industrial property.
- Conceal and falsify the origin of e-mail messages.

- Use false identities, impersonate the identity of others in the use of the Website or in the use of any of the services.
- Reproduce, distribute, modify, or copy the content of this page, unless you have the authorization of the domain owner or are legally authorised to do so.
- Transmit usernames and passwords to unauthorised third parties.

WE ARE ANTS, is not responsible for the links to other Internet pages of third parties, and their existence does not imply that WE ARE ANTS, approves or accepts their contents and services. These other websites are not controlled by WE ARE ANTS, nor are they covered by this Legal Notice.

In general, WE ARE ANTS excludes its liability for damages of any nature and nature that may arise from the use of the Website, as well as for damages arising from the infringement of intellectual and industrial property rights by Users and/or the lack of truthfulness, accuracy and timeliness of the content, nor may it be held liable for the interruption of service, inadequate operation or inability to access the service.

WE ARE ANTS shall not be liable for damages caused by the presence of viruses or any other harmful software that may cause alterations in the User's computer system.

WE ARE ANTS, is the owner, or if applicable, has the corresponding licenses on the intellectual, industrial, image or any other similar rights that affect the Website, as well as all the contents offered therein, including, but not limited to, photographs, illustrations, logos, trademarks, graphics, designs, interfaces, or any other information or content included therein. You as a user have a non-exclusive right to use the Platform on a strictly personal basis, with the sole and exclusive right to use the Platform on a non-exclusive basis.

The User has a non-exclusive right of use, within a strictly domestic context and solely for the purpose of browsing the Website in accordance with this Legal Notice.

3. Use of cookies

WE ARE ANTS, as service provider of this Website, declares that it uses automatic information gathering procedures (cookies), provided that the User has given his/her consent (with the exception of those cookies that are necessary for the operation of the Website)

4. Data protection

The personal data provided by the User through the Website will be processed in accordance with the provisions of the Website's data protection policy

These General Conditions of Use shall be governed at all times by the provisions of Moroccan and EU laws.

Data Protection Policy

WE ARE ANTS, respects the privacy of users and the secrecy and security of personal data, in accordance with the provisions of the applicable legislation on data protection, specifically, Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (hereinafter, RGPD), and CNDP agreements, having adopted the necessary technical and organisational measures to prevent the loss, misuse, alteration, unauthorised access and theft of the personal data provided, taking into account the state of technology, the nature of the data and the risks to which they are exposed.

Through this Data Protection Policy, we detail all the information that applies to the use that we make in WE ARE ANTS, of the personal data of the people who contact or make use of our services, or use the website.

1. Who is responsible for processing your data?

The person responsible for the processing of data relating to the different processes with respect to the management of Users, Potential Customers, Customers and Suppliers (collectively, "data subjects") is WE ARE ANTS.

You can contact our Data Protection Officer by sending a written communication to the following e-mail address: dpo@weareants.ma

2. How have we obtained your data?

We have obtained all the personal data processed either directly from you, for example, through the forms available on the Website, by submitting a commercial offer, contractual proposal, etc. or through your company by providing us with the identification data and other information necessary to carry out the object of the contractual relationship between the parties. It shall be your or your company's obligation to provide us with updated data in the event of changes. With regard to the data of job applicants, we have obtained your data by means of your submission of a CV or by obtaining your application through the services of a job portal. In the latter case, you have consented to this transfer of your data to our company by registering for our job offer on the job portal.

3. For what purpose and on what basis do we process your data?

At WE ARE ANTS, we process the data provided to us by the interested parties in order to manage different activities derived from specific procedures carried out in terms of service provision, supplier management, personnel selection management, service quality, etc.

The processing of personal data carried out by WE ARE ANTS, is based on the different bases of lawfulness of RGPD and CNDP. For the purposes of the processing of data related to the Website, we can identify the following processing and their respective basis of legitimacy:

Purpose of Processing Legal basis

Contact management: sending the information requested through the contact form on the Website or any other means of contact with our company.

Consent of the data subject, which is provided by the action of sending the contact request.

Marketing Operations: To provide both potential customers and our customers with offers of products and services of interest to them.

To comply with our legal obligations: we process and share data where we are required to do so by law, or where it is necessary to protect our rights. Fulfilment of a legal obligation (art. 6.1.c GDPR)

Management of personnel selection processes.

Application at the worker's request of pre-contractual measures or the intention to conclude a contract

4. How long will we keep your data?

The personal data that WE ARE ANTS, collects through the various contact forms and / or collection of information from the Website will be kept for the time necessary to fulfill the purpose reported in the previous section, and even after, duly blocked, for the period that could result in liabilities for WE ARE ANTS,

In the event that you consent to the sending of commercial communications, we will process your personal data for this purpose until you revoke said consent, and even afterwards, duly blocked, for the period of time in which liabilities may arise for WE ARE ANTS,

In relation to the processing of data carried out by WE ARE ANTS, in order to comply with legal obligations, personal data will be kept in accordance with the terms established in the regulations.

In the event that you send us your application for a position in WE ARE ANTS we will keep your data during the selection process. If you are not selected, we may ask for your consent to keep your personal data for future applications that match your profile.

5. To whom will your data be communicated?

WE ARE ANTS, will never share your personal data with any third party company that intends to use them in their direct marketing activities, except in the case that you have expressly authorised us to do so.

We inform you that we may provide your personal data to Public Administration bodies and competent authorities in those cases where WE ARE ANTS, receives a legal requirement from these authorities; to answer any claim or legal demand; or to protect the rights of WE ARE ANTS, or its clients and the general public.

WE ARE ANTS, may provide access to your personal data to third party companies on our behalf to provide services to us (e.g. Internet service providers that help us administer our website or carry out contracted services, IT support and maintenance companies, logistics companies, tax and accounting consultancies, etc.). In any case, these third parties must maintain, at all times, the same levels of security as WE ARE ANTS, in relation to your personal data and will be bound by legal commitments to keep your personal data private and secure, and to only use the information following specific instructions from WE ARE ANTS, as our data processors. In the event that any of these data processors is established outside the European Economic Area, WE ARE ANTS, provides additional guarantees to carry out this international transfer of data by formalizing standard contractual clauses.

The security of your personal data in the context of the transfer to these entities outside the European Economic Area is guaranteed by the formalisation of standard contractual clauses approved by the European Commission.

6. What are your rights as a data subject?

Any person has the right to obtain confirmation as to whether or not WE ARE ANTS is processing personal data concerning them.

Specifically, interested parties may request the right of access to their personal data, as well as to receive them in a common format and machine-readable if the processing is carried out by electronic means (right of portability).

Likewise, data subjects may request the right to rectify inaccurate data or, as the case may be, request their deletion when, among other reasons, the data are no longer necessary for the purposes for which they were collected.

Additionally, in certain circumstances, data subjects may request the limitation of the processing of their data. Likewise, in certain circumstances and for reasons related to their particular situation, interested parties may exercise their right to oppose the processing of their data, in which case WE ARE ANTS will stop processing the data, except for compelling legitimate reasons, or the exercise or defence of possible claims or in those exceptions established in the applicable regulations.

Likewise, we inform you that you have the right to withdraw your consents granted at any time, without this affecting the lawfulness of the processing based on the consent prior to its withdrawal.

Likewise, the User is informed that at any time he/she may exercise the aforementioned rights by writing to us using the contact details that appear in Section 1, 'Data Controller' of this Data Protection and Privacy Policy of WE ARE ANTS, attaching a copy of his/her ID card. You can also send us an email to dpo@weareants.ma.

7. Other information of interest about our Data Protection Policy

7.1 Security Measures

WE ARE ANTS, adopts the security levels required by current European and Moroccan legislation on data protection taking into account the state of the art, the costs of implementation and the nature, scope, context and purposes of the processing described, as well as the risks of varying likelihood and severity for your rights and freedoms as an individual.

7.2 Modifications to our Data Protection Policy

From time to time, WE ARE ANTS, may make changes and corrections to this section of the Data Protection Policy. Without prejudice to the fact that we will inform you of any substantial changes that may affect you, please check this section regularly to consult the changes that may have been made and how they may affect you.

8. Applicable law

This Data Protection Policy shall be governed at all times by the provisions of Moroccan and European legislation on the protection of personal data and privacy.

SOCIAL NETWORKING POLICY

1. INTRODUCTION

This Social Networking Policy (hereinafter, the "Policy") is owned by WE ARE ANTS, and DPO available at dpo@weareants.ma.

The Policy describes the use that weareants makes of your personal data through its profiles on social networks, specifically: Facebook, Twitter, Instagram, Youtube and LinkedIn (hereinafter, the "Social Network" or the "Social Networks"), when you become a follower through your user of the Social Network in the profiles of the Social Networks of WE ARE ANTS

In this Policy we describe the information we collect, what we do with it, how long we store your data, what is the legitimate basis for the processing and how you can exercise your rights.

By becoming a follower on We are Ants Social Media profiles, you give your free, informed, specific and unambiguous consent to the processing of your personal data as explained and described in this document. If you do not agree with these terms, you should not become a follower of Weareants Social Network profiles.

However, we remind you that the collection and use of information that Facebook, Twitter and other third parties collect about you is governed by their privacy policies, and that Weareants use of the information they communicate about you is governed by this Policy.

2. MINORS

Please note that if you are under 14 years of age, you are prohibited from becoming a follower of WE ARE ANTS 's Social Networking profiles. WE ARE ANTS 's websites and Social Networking profiles do not knowingly collect any personal information from children under the age of 14, so if you are under the age of 14, please do not use the services of WE ARE ANTS 's websites, do not follow WE ARE ANTS 's Social Networking profiles, and do not provide any personal information to WE ARE ANTS

If you are over 14 years old and under 18 years old, it is recommended that you notify your parents or guardians before entering any of our websites before following WE ARE ANTS on its Social Network profiles, so that they can explain this Policy, the Terms of Use or help you to use the services we offer to users on the websites, profiles on WE ARE ANTS 's Social Networks.

3. DATA CONTROLLER

All the personal data that you provide us, the data communicated to us by the Social Networks in relation to the information available through your account and/or profile, any other information that we request from you and the information derived from your browsing on WE ARE ANTS 's websites and profiles on Social Networks will be processed by WE ARE ANTS as the data controller in accordance with the purposes described in section 5 of this Policy.

4. WHAT INFORMATION WE COLLECT

When you become a follower of WE ARE ANTS on Facebook, Twitter, Instagram, Youtube and LinkedIn we will access the information you provide, facilitate or make public through your

profile on the Social Network (name, surname, photographs, country, date of birth, gender, email, telephone, city of residence, data you publish in posts, etc.).

In addition, in the event that you interact with us or we interact with you via DM or posts, we will be able to access the data that we request from you and that you provide to us (data necessary to participate in an event or promotion or to send you the prize in the event that you are the winner of a competition or draw, data necessary to resolve your incidents, complaints, requests, petitions or claims, etc.).

This information will be stored and will be processed and used in accordance with what is explained in Section 5 of this Policy.

We inform you that WE ARE ANTS will never process information about your ideology, trade union membership, religion, beliefs, racial or ethnic origin, health or sex life.

In the event that you provide WE ARE ANTS with data from third parties, you undertake to have informed them and to obtain their consent for their personal data to be processed by WE ARE ANTS in accordance with this Policy.

5. HOW WE USE THE INFORMATION WE COLLECT

The information and personal data we collect and process about you described in the previous section is processed by WE ARE ANTS on the basis of your consent, WE ARE ANTS 's legitimate interest or the performance of the contractual relationship, in the cases mentioned above, in accordance with the provisions of the data protection regulations, to:

- i. Attend to and manage, where appropriate, your participation in promotions and contests, as well as carry out the necessary steps to designate the winner and send the prize, in compliance with the legal bases of the promotion or contest that you accepted when participating;
- ii. to respond to your queries, complaints, claims, requests or petitions, based on our legitimate interest in providing users with the appropriate information;
- iii. to ensure the technical functioning of the websites based on our legitimate interest.

6. HOW LONG WE WILL PROCESS YOUR DATA

In the event that you become a follower on WE ARE ANTS 's Social Network profiles, we will process your data when you stop following us, on the understanding that you revoke your consent, without this affecting the processing that WE ARE ANTS had carried out on your data up to the time of revocation.

If you participate in a sweepstake, contest or promotion, we will process your data for the purpose of managing it until the end of the same, and even after that for the period in which WE ARE ANTS may be held liable.

In the case of the remaining informed processing, we will process your data for as long as it is necessary to comply with the informed purpose, and thereafter for the period of limitation of potential liabilities for WE ARE ANTS

7. USER RESPONSIBILITY

By becoming a follower of WE ARE ANTS in its profiles in the Social Networks you guarantee that:

- You are over 14 years of age and that the data you provide are true, accurate, complete and up to date. For these purposes, you will be responsible for the veracity of all data you provide to WE ARE ANTS and you will keep the information provided updated, so that it responds to your real situation.
- You have informed the third parties whose data you provide, if you do so, of the aspects contained in this Policy. Likewise, you guarantee that you have obtained their authorisation to provide their data to WE ARE ANTS for the aforementioned purposes.

You will be liable for any false or inaccurate information that you provide to WE ARE ANTS and for any damages, direct or indirect, that this causes to WE ARE ANTS or third parties.

8. EXERCISE OF RIGHTS

You can send a letter to WE ARE ANTS, providing a copy of your ID card or similar document to dpo@weareants.ma, to:

- Revoke the consents you have given us.
- Obtain confirmation as to whether or not we are processing personal data concerning you.
- Access your personal data.
- Rectify inaccurate or incomplete data.
- Request the deletion of your data when, among other reasons, the data are no longer necessary for the purposes for which they were collected.
- Obtain limitation of the processing of your data when any of the conditions provided for in the data protection regulations are met.

Notwithstanding the above, you may contact WE ARE ANTS 's data protection officer at dpo@weareants.ma.