

Privacy Policy 隐私政策

GLO takes precautions for the security and privacy of your personal data. This Privacy policy's purpose is to explain how and why we collect your personal data, and what we use it for. GLO 为您的个人数据的安全和隐私采取预防措施。此隐私政策的目的是解释我们收集您个人数据的方式和原因，以及这些数据的使用目的。

In the context of General Data Protection Regulation, the Data Controller is: 在普遍数据保护法规中，数据管理是由下属企业承担：

GOOD LEADERS ONLINE (GLO) LIMITED

Room 1907, 19/F, Lee Garden One, 33 Hysan Avenue, Causeway Bay, Hong Kong

For all inquiries and complaints regarding the security and privacy of your data please contact: 有关您的数据安全和隐私的查询和投诉，请联系：

Peter Buytaert

Email 邮箱: privacy@glo-china.com

Data Privacy 数据隐私

GLO uses the MVP assessment, an application developed by GLO as part of its candidate and coachee assessment process. GLO 使用自主开发的 MVP 测评应用程序，作为候选人和接受教练服务的客户的评估过程的一部分。

We full understand the need for your privacy and the need for compliance with all GDPR regulations. 我们完全理解您对隐私的需求以及遵守所有 GDPR 法规的要求。

Personal Data We Collect 我们收集的个人信息包括:

- The data you fill out in your MVP assessment include: name, surname, title, personal photo, position, possible hyperlinks to social networks, address, e-mail address, Skype username, phone number, educational background, work experience, CV. 您在 MVP 测评中填写的信息：姓名、姓氏、头衔、个人照片、职位、甚至是社交网络链接、地址、电子邮件地址、Skype 用户名、电话号码、教育背景、工作经历、简历；
- Scores on the MVP assessments MVP 测评得分；
- Reports related to the MVP assessments 与 MVP 测评相关的报告。

Data collection purpose 数据收集的目的

The collected data will be used solely for the assessment process, executive or outplacement coaching or with regards to contacts to inform you about leadership development opportunities or other career information we may provide from time to time. This process may include the following: 所收集的数据将仅用于评估过程、高管或转型培训，或用于不定期向您提供领导力发展培训或其他职业机会。此过程可能包括以下内容：

- Verification of the entered data; 验证输入的数据；
- Assessment of the qualifications and skills needed to perform the job you are applying for; 评估您申请的工作所需的资格和技能；
- Communication concerning the process (e-mails, phone calls, SMS messages, WhatsApp); 与流程有关的通信（电子邮件、电话、短信、WhatsApp）；
- Filling out questionnaires and assessments; 填写问卷和测评；
- Email introduction relevant to career and leadership development; 与职业和领导力发展相关的电子邮件介绍；
- Sharing of relevant data with a career or executive coach with your consent only; 仅在您同意的情况下，与职业或高管教练分享相关数据；

Data Access 数据访问

The access to your personal records is limited to GLO employees and licensed partners who participate in a recruitment process, executive coaching or career outplacement coaching project to which you have consented. 访问您的个人记录仅限于 GLO 员工和参与招聘流程、高管培训或您同意的职业转型培训项目的授权合作伙伴。

The data is stored on our Hong Kong server and access to it is secured with the highest level of technical standards and practices. 数据存储在我们香港的服务器上，并设有最高级别的访问权限。

Your data will not be shared beyond the above purpose. 您的数据使用范围不会超过上述用途。

We will ask for your consent if we require cultural, genetic, disability or biometric sensitive personal data including background checks. 如果我们需要调用敏感的个人数据，诸如涉及到种族文化、基因、残疾或生理特征，包括需要做背景调查，都将事先征求您的同意。

You have the right to be forgotten and to ask us to delete and stop processing your personal data, which we will activate within one month after receiving your request. You equally have the right to ask what data are being stored and request us to make corrections to any inaccuracies. We can provide you with a free electronic copy of your personal data. 您有权注销账号，并要求我们删除和停止处理您的个人数据，我们将在收到您的请求后一个月内处理完毕。您同样有权询问哪些数据尚被保存，并要求我们对任

何不准确之处进行更正。我们可以为您提供您个人资料的免费电子副本。

We expect to send you once a year a request for consent to keep your data stored and to allow us to contact you for executive search or leadership development opportunities. 我们会每年发送一次请求，征询您是否同意继续保留数据，并准许我们继续与您联系，向您提供高管职位或领导力发展的机会。

You can contact us for more information, complaints or concerns:

更多相关信息、投诉或问题，请联系我们：

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Email 邮箱: privacy@glo-china.com