



PRIVACY NOTICE

Data controller

The entity controlling the processing of your personal data is IBIA (“IBIA”, “us”, “we”). IBIA’s main registered office is located at Rond-point Robert Schuman 11, 1040 Brussels, Belgium and the IBIA’s company number is BE0899.815.946.

For any question relating to this Notice or to exercise your rights on your personal data, please get in touch with our Privacy Officer at the above postal address or at the following e-mail address: privacy@ibia.bet.

Data processing, purpose and legal basis for processing

IBIA is committed to protecting the personal data of:

1. Its members and their employees;
2. Sport governing bodies (“SGBs”) and their employees;
3. Gambling regulators (“GRs”) and their employees;
4. Law enforcement agencies (“LEAs”) and their employees;
5. Its vendors;
6. Its employees, consultants, self-employed contractors and potential hires; and
7. Visitors to its Internet website: <http://www.ibia.bet> (the “Site”).

The personal data we collect concerning you are processed in full compliance with European laws and regulations.

When processing your personal data, the objectives pursued are:

Category A	<p>To perform services to our members, SGBs, GRs, LEAs and their employees and to ensure a good relationship with them, on the basis of our legitimate interest;</p> <p>To exchange with you and answer your questions, on the basis of our legitimate interest;</p> <p>To keep you up-to-date with IBIA events and news that may be of interest to you, on the basis of your explicit consent, or your implicit consent if you are already a member;</p> <p>To access the IBIA platform, on the basis of your legitimate interest;</p>
Category B	<p>To manage accounting requirement, on the basis of our legitimate interest;</p> <p>To pay invoices of self-employed contractors, in order to perform a contract;</p>

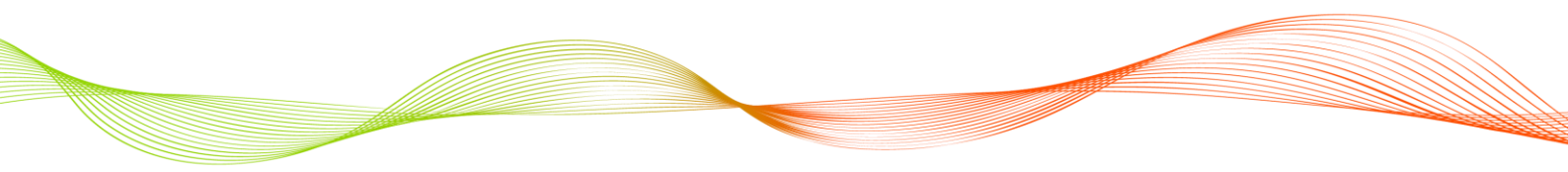
Category C	To get in contact in the context of a selection and recruitment procedure, in order to take steps prior to entering into a contract with you; To present the Site and its content in the best possible way for you and on your computer, on the basis of your explicit consent, or our legitimate interest in using essential cookies;
Category D	To manage human resources, on the basis on our legitimate interests, or our legal obligation concerning payroll processing;
Category E	To prepare claims and legal defense, on the basis of our legitimate interest;
Category F	To manage our IT system, including electronic communications filed and electronic documents filed, on the basis of our legitimate interest; To ensure security of your personal data and our IT system, on the basis of your interest as well as ours, for security; and/or
Category G	To comply with legal and regulatory requirements applicable to us, which are of public interest.

Where the processing of your personal data is based on your consent only, such consent, you have the right to withdraw at any time. We will then erase your personal data and stop processing it.

The time your data is kept

Your personal data is kept for the time required for the pursuance of the above objectives as follows:

Category A	3 years after our last communication with you for the purpose of the processing or after the end of the relationship
Category B	8 years from the first January in the calendar year next, following the issuance of the invoice or the closure of accounts
Category C	1 year after the collection of the data or after the last communication with you
Category D	5 years after the end of the employment contract



Category E	20 years after the collection of the data, except if the litigation concerns rights <i>in rem</i> (in this case 30 years after the collection of the data)
Category F	The same storage periods mentioned above, depending on the initial purpose of the processing stored in our IT system. Please note that in any case, our emails that are not filed are kept for 3 months after their reception.
Category G	In accordance with concerned legal and regulatory requirements applicable to us, which are of public interest.

The Site

You may rest assured that when you visit the Site, no personal data will be processed in a way that could negatively affect your privacy. The only data we may access is data that you voluntarily provide to us: by sending us an e-mail or by subscribing to IBIA news.

Concerning our use of cookies, please refer to our Cookies Policy: <https://ibia.bet/wp-content/uploads/2019/05/IBIA-Cookies-Policy.pdf>

Transfer of your personal data

Your personal data may be transferred to the following categories of recipients:

Our accountant;

1. Our partners (SGBs, GRs and LEAs);
2. Our IT vendors;
3. Our social secretariat; and
4. Our employees and consultants that are competent to handle your personal data.

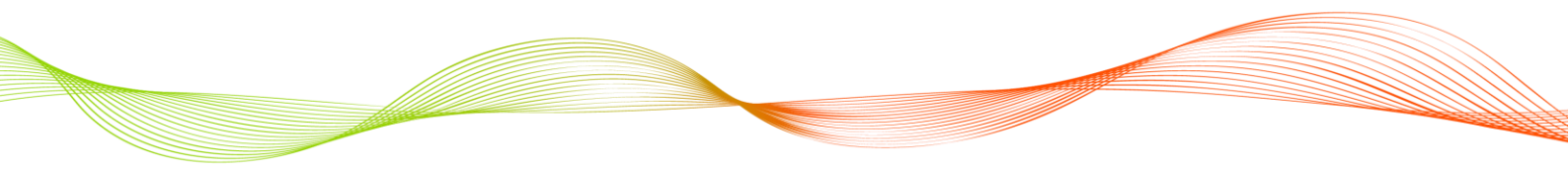
International transfer of your personal data

If you are an employee of our members, your personal data may be transferred to some of our partners (SGBs, GRs and LEAs) that are located outside the European Economic Area ("EEA"). As a result, your personal data may be transferred to Switzerland and the United States of America.

IBIA implemented appropriate safeguards for the protection of your rights and interests in these countries by concluding Standard Contractual Clauses, a copy of which can be requested by contacting the Privacy Officer.

Your rights

Under certain conditions, you have the right to request from IBIA, among other things:



1. Access to a variety of information concerning your data and the way we are processing them;
2. Rectification of inaccurate or incorrect data;
3. Erasure or restriction of inaccurate, incorrect data or data unlawfully processed;
4. To stop certain processing, at any time, on grounds relating to your particular situation, including profiling, and to stop any processing, at any time, where it relates to direct marketing;
5. To receive your personal data in a structured, commonly used and machine-readable format, enabling you to transmit the data to another controller;
6. To object, under certain circumstances, to processing of personal data, including the right not to be subject to a decision based solely on automated processing which produces legal effects or similarly significantly affects you.

For more information on the full extent of your rights or to exercise your rights, please contact the Privacy Officer by mail or e-mail at the addresses indicated above with a brief explanation of your situation. Please attach to your request a copy of an official identity document.

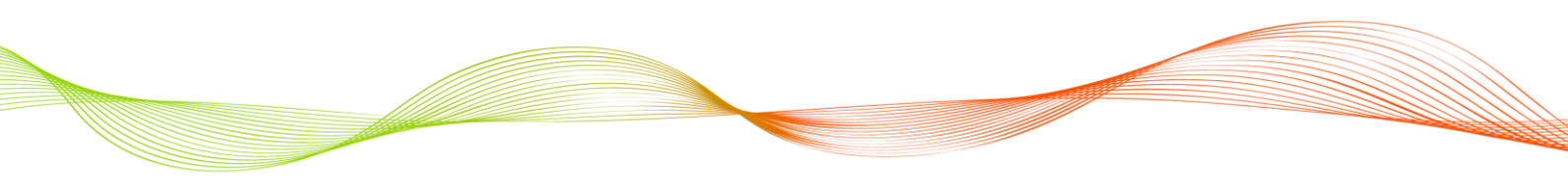
Consequences of not providing your personal data

For members, SGBs, GRs, LEAs, vendors, employees, consultants, self-employed contractors and potential hires, the provision of your personal data is a statutory and/or contractual requirement, and/or a requirement necessary to enter into the contract with IBIA. Not providing them may result in not entering into the contract with IBIA, or not enabling IBIA to perform its services.

For users of the Site, the provision of your personal data is purely voluntarily based. Not providing them may only prevent you from receiving information on and activities of IBIA.

Complaint

If you believe your data has been unlawfully processed by IBIA, you may lodge a complaint with your own Data Protection Authority depending our members, SGBs, GRs, LEAs and their employees on your residence. [You can find your National Data Protection Authority online by clicking here.](#)



Amendment of the Privacy Policy

IBIA reserves the right to amend this Policy in order to comply with applicable privacy laws and regulations.

