

PRIVACY POLICY – ADVICE CONSULTING

At Advice, we respect your concerns about privacy. This document explains what personal information we may collect about you - as a candidate or user of our website - in connection with our commitment to services and how this personal information may be used and shared. This Privacy Policy also outlines your rights regarding your personal information and indicates whom you can contact if you have questions.

What is a "cookie"?

A cookie is a file that websites send to a visitor's computer or other Internet-connected device to uniquely identify the visitor's browser or to store information or settings in the browser.

Through these automated collection methods, we can obtain "browsing data," which is a record of the links and other content a visitor clicks on while browsing a website. As the visitor clicks through the website, a log of the action may be collected and stored. We link certain elements of the data we have collected through automated means, such as browser information, with other information we have obtained about you and that you have allowed us to know, for example, if you have opened an email we sent you. Your browser can indicate how to be notified when certain types of cookies are received or how to restrict or disable certain types of cookies.

What type of information do we collect?

We collect your personal data in various ways, such as through our website, in online/presential events, by phone or email provided directly by you, through job applications, etc. We may collect the following types of personal data (as permitted by local legislation): contact information (such as name, postal address, email address, and phone number); username and password when you register on our sites; and resume with personal information of the applicant. In the case of other Advice users or clients, we collect information through contact forms located in various sections of the site.

How do we use the information we collect?

We use the information mentioned above primarily to send promotional material, alerts about available vacancies, and other communications; communicate and manage participation in special events, promotions, programs, surveys, and market research.

In addition to the aforementioned business activities, if you are a candidate and create a user on our website to apply for a position, as permitted by local legislation, we use

the information described in this Privacy Policy to: provide you with job opportunities and share your information with requesting companies; provide human resources services to you, including benefits administration, performance management, and disciplinary actions; provide additional services such as training services, career counseling, and career transition; evaluate your suitability as a candidate and your qualifications associated with job assignments; and conduct data analysis, such as (i) analysis of our candidates and associate bases, (ii) evaluation of individual performance and capabilities, including scoring in job-related skills; (iii) identification of skilled personnel shortages; (iv) using information to match individuals and potential opportunities, and (v) analyzing data trends related to hiring practices.

How to manage your privacy rights?

You can reject or accept cookies from our website at any time by activating your browser's settings. Information on how to enable or disable cookies can be found on your Internet provider's website through its help screen. Please note that if cookies are disabled, not all website functions may work as intended, and you may experience some inconvenience in using it. If you want to delete all cookies related to the Advice page, third-party tools are available to do so. For more details, please contact local support service.

How to contact us?

If you have any queries or comments about the Advice Privacy Policy or wish to exercise your rights or update the information we have about you, please contact advice@advice.com.uy