

Privacy Policy

Information collected

FESTEL CAPITAL collects personally-identifiable information on certain areas of the Site when users register, request publications or other information, sign up for conferences and events, apply for jobs, and participate in user posting areas, such as bulletin boards, discussion forums, and surveys. The personally-identifiable information collected may consist of information that you provide, such as names, mailing addresses, e-mail addresses, telephone and fax numbers, and, for recruiting purposes, any other personally-identifiable information on your resume. In addition, FESTEL CAPITAL collects certain information that you do not visibly enter, such as your IP address, browsing pattern on the Site, click stream, and the status of cookies placed on your computer by FESTEL CAPITAL, as described below.

Data sharing/transfer

FESTEL CAPITAL uses your personally-identifiable information to fulfill your requests for information, to process your requests to participate in conferences and events, to evaluate any job applications or other employment-related inquiries that you may submit, or for such other business purposes as you may initiate or request. We may keep any of your personally-identifiable information on file and use it to contact you for recruiting purposes. FESTEL CAPITAL also uses personally-identifiable information to perform statistical analyses of user behaviour in order to measure interest in specific areas and information posted on our Site. FESTEL CAPITAL uses personally-identifiable information collected from cookies and IP addresses as described below. FESTEL CAPITAL may provide your personally-identifiable information to any of its affiliates worldwide for such purposes.

Cookies and IP addresses

The Site uses cookies to identify you and your interests and to track usage of the Site. Cookies are small pieces of text stored on your computer that help us know which browser you are using and where you have been on the Site and on Web sites to which you may link in order to use some of our features. By accepting our cookie, you will be permitted access to certain pages of the Site without having to log in each time you visit. A user who does not accept the cookie from the Site may not be able to access certain areas of the Site. FESTEL CAPITAL also logs IP addresses, or the location of computers on the Internet, to help diagnose problems with our server and to administer the Site. If you prefer not to accept a cookie, you can set your web browser to warn you before accepting cookies, or you can refuse all cookies by turning them off in your web browser.

Disclosure of information to third parties

FESTEL CAPITAL shall not intentionally disclose or transfer (and shall take reasonable steps to protect the confidentiality and security, and to prevent the unauthorised or accidental disclosure of) your personally-identifiable information to third parties (i.e., persons or entities that are not affiliates of FESTEL CAPITAL), whether for such third parties' marketing purposes or otherwise, subject only to the following four exceptions: FESTEL CAPITAL may disclose your personally-identifiable information to third parties in the event that such disclosure is required by the laws, rules, or regulations of any nation, state, or other applicable jurisdiction; FESTEL CAPITAL may disclose your contact information to third parties as appropriate for FESTEL CAPITAL to make transmissions or deliveries to you; FESTEL CAPITAL may disclose your personally-identifiable information if, in connection with submitting the information, you consent to such disclosure; and FESTEL CAPITAL may disclose contact information for you in response to inquiries by bona-fide rights owners in

connection with allegations of infringement of copyright or other proprietary rights arising from information you have posted on the Site or otherwise provided to FESTEL CAPITAL.

Links to third-party sites

We may provide links to third-party Web sites as a service to our users. In addition, some of the content appearing to be on this Site is in fact supplied by third parties, for example, in instances of framing of third-party Web sites or incorporation through framesets of content supplied by third-party servers. Please be aware that we cannot control and are not responsible for the information collection practices of such third-party Web sites, which may differ from those of this Site. We encourage you to review and understand the privacy policies on these Web sites before providing any Accessing, changing or deleting information

You may access, correct, update, and/or delete any personally-identifiable information that you submit to the Site. You may also unsubscribe from mailing lists or any registrations on the Site. To do so, please either follow instructions on the page of the Site on which you have provided such information or subscribed or registered or contact us at FESTEL CAPITAL, Mettlenstrasse 14, CH-6363 Fuerigen, Switzerland

Security

FESTEL CAPITAL has implemented generally accepted standards of technology and operational security in order to protect personally-identifiable information from loss, misuse, alteration, or destruction. Only authorised FESTEL CAPITAL personnel are provided access to personally-identifiable information, and these employees are required to treat this information as confidential. Despite these precautions, FESTEL CAPITAL cannot guarantee that unauthorised persons will not obtain access to your personally-identifiable information.

Transborder hosting and transfer of information Personally-identifiable information collected on the Site may be transferred from time to time to FESTEL CAPITAL offices or personnel, or to third parties, located throughout the world, including offices located outside the European Economic Area (EEA), and the Site may be viewed and hosted anywhere in the world, including countries (such as the United States) that may not have laws of general applicability regulating the use and transfer of such data. By using the Site and submitting such information on it, you voluntarily consent to such transborder transfer and hosting of such information.

Children's on-line privacy protection

FESTEL CAPITAL understands the importance of protecting children's privacy, especially in an on-line environment. The Site is not intentionally designed for or directed at children 13 years of age or younger, and FESTEL CAPITAL will not intentionally collect or maintain information about anyone under the age of 13.

Consent; Changes to Privacy Policy

By using the Site, you consent to the collection, use, and storage of your information by us in the manner described in this Privacy Policy and elsewhere on the Site. We reserve the right to make changes to this Privacy Policy from time to time. We will alert you to any such changes by updating this Privacy Policy.

If you have any questions about our Privacy Policy, please contact us at FESTEL CAPITAL, Mettlenstrasse 14, CH-6363 Fuerigen, Switzerland