

PRIVACY AND COOKIE STATEMENT

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1. Privacy statement

Use of your personal data

Monizze uses some of your personal information to provide you with meal, eco- and/or gift vouchers. This information is provided by your employer or by yourself and may include your last name, first name, INSZ, e-mail address and/or telephone number.

We use this information to perform our contract. You can access it at any time and exercise your right of correction, limitation or deletion of data. Simply log in to your personal myMonizze space (www.myMonizze.be) or contact us via privacy@monizze.be specifying your request and including a copy of both sides of your identity card. We will get back to you as soon as possible!

If you want to take advantage of additional Monizze features and require a more complete service, you can change your settings to have certain data sent automatically. You can do this in your personal myMonizze space or directly in our mobile app. We will never use this information without telling you why we are doing so (e.g. to recommend restaurants to you based on your location) or without your express and voluntary prior consent. You can change these permissions at any time according to your preferences.

Your details are strictly confidential

If we cannot process your data ourselves, we will never share it with third parties, except for our subcontractors and suppliers. Those contractors and suppliers are subject to their own data protection contracts. Your data will remain within Europe and will be stored in secure databases during the service period. If your employer provides us with data and is responsible for its processing, we will provide them with a list of subcontractors involved in our services, and we will not forward that data without their consent.

Data limitation and security

Monizze undertakes to process personal data in accordance with the applicable law, and in particular with Regulation (EU) 2016-679 of 27 April 2016 on the protection of personal data. In addition to technical and operational security, we also keep track of all data processing performed. Moreover, we only store what we really need on our system, and then only for a specific period of time. Access to personal data is limited to individuals who require such data in the performance of their duties. Finally, we also attach great importance to the security of our computer network and those of our subcontractors.

Use of cookies

We collect cookies to connect you to your customer area and to improve the functioning of our website, to compile statistics in relation to our website, to display personalised adverts and so on. These cookies are automatically deleted when you close your session. You can change your general cookie preferences directly in your browser.

Through cookies and similar technologies placed on your device by Monizze or third parties, we collect the following personal data: your IP address, the type and version of your browser and details about your visit to our website, such as your browsing behaviour, the time you visit our website, your preferred language, the time you spend on our website and the number of times you visit our website.

Monizze transfers your personal data to the following third parties located outside the European Economic Area: Google Inc., PubNub, ClickDesk, Facebook and LinkedIn. These third parties are all certified under the EU-US Privacy Shield, meaning they offer appropriate safeguards to ensure the protection of your personal data.

2. Cookie statement

Personal data

This section explains the Up Group's policy on the protection of your privacy.

On this page, you can find out more about the use of cookies during your visit to one of our websites. You will get a better understanding of how cookies work, and we will explain how to set your preferences.

What is a cookie?

A cookie is a text file that may be stored on your device's hard drive (computer, tablet, smartphone) during your first visit. Through these cookies, we can track the number of visitors to our websites, and we can adjust our editorial content and identify visitors when they return to one of our websites during the cookie's validity or registration period. That way, we can learn your habits and your preferences so that we can improve the services we provide every day.

If you do not leave any personal data on one of our websites — by filling in a form, for example — we can only identify you by means of cookies.

All our websites are managed independently of each other. As a result, you will be identified differently on each website.

Cookies on Up Group websites

Only the sender of a cookie can see the information it collects.

When you log in to one of the Up Group websites, we need to install cookies on the hard drive of your device (computer, tablet, smartphone) in order to find out the details of your browser, your journey and the duration of your visit, during the period of validity or registration of the cookie. The cookies we install are used for the purposes described below, subject to your choices.

We use the cookies we send to:

- determine the statistics and volumes of visits, as well as the use of different elements of our websites, in order to improve their content and ergonomics; to adapt the display of our websites based on the parameter settings registered on your device (operating system, resolution, language etc.) while you are browsing;
- store the information recorded on one of our websites (registration or connection to a personalised area), or data corresponding to products, services or content you have selected during previous visits, in our memory so that they can be presented to you again at a later date;
- grant you access to the personalised areas of our websites, by means of a login and password or any other information you have given us in advance;
- install security systems (e.g. connection to content or a service after a period of inactivity).

Third-party cookies

Cookies may also be installed in the advertising areas of the Up Group websites. These advertising areas are provided by advertisers and help to finance the content and services we offer.

Your cookie choices

You have several options to manage cookies. The preferences you set may affect your ability to browse our websites, and consequently, your conditions of access to services that require cookies. Please note that: Rejecting cookies may reduce your browsing options, to the extent that certain websites become unusable.

The options described below allow you to choose whether or not to allow cookies on your device at any time.

Choose via your browser

Your browser gives you the option to manage whether to allow or reject the registration of cookies, either systematically or according to the sender. You also have the option to set your browser to ask you to confirm each time a cookie is about to be installed. These different parameter settings will be explained in more detail.

Acceptance of cookies

The installation of a cookie depends on the approval of the device user. You can set and change this choice at any time via your browser, free of charge. If you accept the installation of cookies on your terminal, they will be temporarily stored on a dedicated space on your hard drive. They can only be consulted by their sender.

Rejection of cookies

If you reject the installation of cookies or delete cookies installed on your device, you may no longer be able to enjoy content or services that require cookies: connection to a personalised zone, your preferred language or the way our websites are displayed. In this case, we cannot be held liable for the consequences of any malfunctioning of our content or services.

Setting your browser parameters

Cookie management and the parameter settings for your choices are different for each of the browsers you use. The exact procedure is described in the Help menu of each browser, so you can find out what you need to do to set your preferences in terms of cookies.

- Internet Explorer™: <http://windows.microsoft.com/fr-FR/windows-vista/Block-or-allow-cookies>
- Safari™: <http://docs.info.apple.com/article.html?path=Safari/3.0/fr/9277.html>
- Chrome™: <http://support.google.com/chrome/bin/answer.py?hl=fr&hlrm=en&answer=95647>
- Firefox™: <http://support.mozilla.org/fr/kb/Activer%20et%20d%C3%A9sactiver%20les%20cookies>
- Opera™: <http://help.opera.com/Windows/10.20/fr/cookies.html>

"Flash®" cookies from "Adobe Flash Player™"

"Adobe Flash Player™" is a computer application that quickly develops dynamic content using the "Flash®" computer language. This application (and similar ones) records the preferences, parameters and use of this content thanks to a technology similar to that of cookies. However, "Adobe Flash Player™" manages this data and your choices via an interface other than that of your browser.

To manage your "Adobe Flash Player™" preferences, please navigate directly to the following website: <http://www.adobe.com/fr/>.

Register your choices online via interprofessional platforms

You can also visit the Youronlinechoices website, which is provided by the European Digital Advertising Alliance (EDAA) and is managed in France by Interactive Advertising Bureau France.

By doing so, you can find out which companies are affiliated with this platform and accept or reject cookies from their websites. You can then adjust the adverts that may appear on your device to your browser details: <http://www.youronlinechoices.com/fr/controler-ses-cookies/>

Please note that this procedure does not in any way prevent adverts from appearing on websites you visit. Only the technologies that adjust advertising to your interests will be blocked.

Social networks

Several Up Group websites use plug-ins from social networks, including Facebook by Facebook Inc., 1601 S. California Ave, Palo Alto, CA 94304, USA (hereinafter collectively referred to as "social networks").

When interacting via plug-ins — by clicking the "Like" or "Share" buttons, for example — data related to your browsing behaviour on the website and to your connection to these networks will be transmitted and registered on a server of the company that manages the relevant social network and shared according to the parameters of your user account for these social networks, in accordance with the terms of use of the relevant social network.

If you do not want a social network to link the data collected through the website to the user account of the social network in question, you must log out of the social network before visiting the website.

In any case, the use of these plug-ins or buttons is managed by the social networks and is exclusively subject to the terms and conditions that bind you to the social network for which you have an account.

Personal and browser data

We may adjust the advertising content intended for you in line with elements and data related to your browsing behaviour on one of our websites, or services provided by third parties in relation to which we install cookies.

If you have entrusted us with personal data, in particular your electronic data when registering for or accessing one of our services, we may, subject to your choices, link the data relating to your browsing behaviour, communicated by the cookies we install on your device, to your personal data. For example, we may send you electronic marketing messages or display targeted advertising content on your device via the advertising areas through cookies we have installed.

You can always ask us to stop receiving any advertising or marketing content tailored to your device's browser data by contacting us directly and free of charge or via the "unsubscribe" link built-in to all content that we may send you by e-mail. In that case, the advertising content you may receive will no longer be linked to your browsing behaviour, unless you object.

Likewise, when we consider acquiring browsing elements in relation to your device from a third party (advertising agency, targeted advertising provider etc.) that we can link to the personal data you have transmitted to us, we will ask for your prior express consent before establishing this link and sending you the resulting advertising or marketing content.

Your express consent may consist of ticking a box brought up by our services to which you are subscribed, such as "I want to see or receive advertising content tailored to my browsing behaviour as observed by Up Group partners".

3. Cookielist

Strictly necessary cookies

First Party				
Name	Domain	Origin	Function	Retention period
OptanonConsent	monizze.be	OneTrust	This cookie is set by the cookie compliance solution from OneTrust. It stores information about the categories of cookies the site uses and whether visitors have given or withdrawn consent for the use of each category. This enables site owners to prevent cookies from being set in the user's browser, when consent is not given. The cookie has a normal lifespan of one year, so that returning visitors to the site will have their preferences remembered. It contains no information that can identify the site visitor.	1 year
OptanonAlertBoxClosed	monizze.be	OneTrust	This cookie is set by websites using certain versions of the cookie law compliance solution from OneTrust. It is set after visitors have seen a cookie information notice. It enables the website not to show the message more than once to a user. The cookie doesn't contain any personal information.	1 year
PHPSESSID	monizze.be	Monizze	Cookie generated by applications based on the PHP language. This is a general-purpose identifier used to maintain user session variables. A good example is maintaining a logged-in status for a user between pages.	Until the session ends
XSRF-TOKEN	my.monizze.be	Monizze	This cookie is written to help with site security in preventing Cross-Site Request Forgery attacks.	1 minute
mymonizze_session	my.monizze.be	Monizze	This cookie makes it possible to connect you to mymonizze	1 hour

Functional cookies

First Party				
Name	Domain	Origin	Function	Retention period
language	monizze.be	Monizze	This cookie retains the language chosen by the user of the website	1 year
[value]-cd_p ubnub_visitor	monizze.be	PubNub	Cookie used to track and display currently online users in realtime.	Until the session ends
[value]-site_visit_time	monizze.be	PubNub	Live chat tracking visit time.	Until the session ends
[value]-visit_count	monizze.be	PubNub	Live chat tracking visit count	Until the session ends
[value]-clickdesk_referrer	monizze.be	ClickDesk	We use the Clickdesk chat bot to monitor and chat with visitors to our website.	Until the session ends

Performance cookies

First Party				
Name	Domain	Origin	Function	Retention period
__utma	google.com	Google Analytics	This cookie is used to calculate new and returning visitor statistics.	2 years
__utmb	google.com	Google Analytics	This cookie is used to calculate the duration of a visit to our website.	30 mins
__utmc	google.com	Google Analytics	This cookie is used to identify new sessions/visits for returning visitors.	Until the session ends
__utmt	google.com	Google Analytics	This cookie is used to speed up server requests by limiting the collection of data on high traffic sites.	10 mins
__utmv	google.com	Google Analytics	This cookie is used to store data on personalised variables of site visitors.	2 years
__utmz	google.com	Google Analytics	This cookie gathers data on where users come from, which search engine was used, which link was clicked on and which search terms were used.	6 months

_gid	google.com	Google Analytics	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	1 day
_ga SNID	google.com	Google Analytics	This cookie is used to distinguish unique users by assigning a randomly generated number as a client identifier. It is included in each page request in a site and used to calculate visitor, session and campaign data for the site's analytics reports.	2 years
_gat	google.com	Google Analytics	it is used to throttle the request rate - limiting the collection of data on high traffic sites.	10 minutes
__utma	linkedin.com	Linkedin	This cookie is used to calculate new and returning visitor statistics.	2 years
__utmv	linkedin.com	Linkedin	This cookie is used to store data on personalised variables of site visitors.	2 years

Marketing cookies

First Party				
Name	Domain	Origin	Function	Retention period
PI_opt_in	monizze.be	Pardot (Salesforce)	This cookie registers the consent or refusal of the visitor to measure his/her behaviour when visiting the site.	1 year
visitor_id <accountid>	monizze.be	Pardot (Salesforce)	This cookie gives you a unique visitor ID and unique identifier for your account. The account identifier makes sure that the visitor is tracked on the correct Pardot account. This cookie is set for visitors by the Pardot tracking code.	1 year
visitor_id <accountid>-hash	monizze.be	Pardot (Salesforce)	The visitor hash cookie contains the account ID and stores a unique hash. This cookie is a security measure to make sure that a malicious user can't fake a visitor from Pardot and access corresponding prospect information.	1 year
Lpv <accountid>-	monizze.be	Pardot (Salesforce)	This cookie is set to keep Pardot from tracking multiple page views on a single asset over a 30-minute session. For example, if a visitor reloads a landing page several times over a 30-minute period, this cookie keeps each reload from being tracked as a page view.	Until the session ends
Pardot	monizze.be	Pardot (Salesforce)	A session cookie named pardot is set in your browser while you're logged in to Pardot as a user or when a visitor accesses a form, landing page, or page with Pardot tracking code. The cookie denotes an active session and isn't used for tracking.	Until the session ends

Third Party

Name	Domain	Origin	Function	Retention period
visit	linkedin.com	LinkedIn	This cookie is used by LinkedIn as part of their embedded services on the websites. It is used for Sign-in with LinkedIn and/or for LinkedIn follow feature.	Until the session ends
lidc	linkedin.com	LinkedIn	Used by the social networking service LinkedIn for tracking the use of embedded services.	Until the session ends
lang (x3)	linkedin.com	LinkedIn	This cookie is used to set default local language.	Until the session ends
lang	ads.linkedin.com	LinkedIn	This cookie is used to set default local language.	Until the session ends
bcookie	linkedin.com	LinkedIn	This cookie is used by LinkedIn for identifying the Browser ID. It is set by LinkedIn share buttons and ad tags.	2 years
bscookie	linkedin.com	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services. Main purpose is to display targeted advertising	2 years
UserMatchHistory	linkedin.com	LinkedIn	This cookie is used to track visitors so that more relevant ads can be presented based on the visitor's preferences.	30 days
LOGIN_INFO	m.youtube.com	YouTube	This cookie is used to play YouTube videos embedded on the website.	6 months
LOGIN_INFO	youtube.com	YouTube	This cookie is used to play YouTube videos embedded on the website.	6 months
YSC	youtube.com	YouTube	This cookie is set by YouTube to track views of embedded videos via a unique id	Session
PREF	youtube.com	YouTube	This is a common Google cookie, used across several of their services. Stores user preference and can be used to personalise ads on google searches.	Until the session ends
SID	youtube.com	YouTube	Google uses cookies like NID and SID to help customize ads on Google properties, like Google Search. For example, we use such cookies to remember your most recent searches, your previous interactions with an advertiser's ads or search results, and your visits to an advertiser's website. This helps Google to show you customized ads on Google. Google uses various domains to set cookies used in our advertising products,	Until the session ends

			including the following domain youtube.com.	
SSID	youtube.com	YouTube	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.	2 years
GPS	youtube.com	YouTube	Registers a unique ID on mobile devices to enable tracking based on geographical GPS location.	1 day
APISID	youtube.com	YouTube	This cookie is used to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.	6 months
SAPISID	youtube.com	YouTube	This cookie is used to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.	2 years
HSID	youtube.com	YouTube	Used by Google in combination with SID to verify Google user account and most recent login time	Until the session ends
VISITOR_INFO_LIVE	youtube.com	YouTube	This cookie is used as a unique identifier to track viewing of videos.	1 year
NID/JAR/OTZ	google.com	Google	Google uses cookies like NID to help customize ads on Google properties, like Google Search. For example, we use such cookies to remember your most recent searches, your previous interactions with an advertiser's ads or search results, and your visits to an advertiser's website. This helps us to show you customized ads on Google.	2 years
SIDCC	google.com	Google	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.	1 year
SSID	google.com	Google	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.	2 years
HSID/SID	google.com	Google	Used by Google in combination with SID to verify Google user account and most recent login time to avoid fraudulent use	2 years
APISID	google.com	Google	This cookie is used to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.	2 years
SAPISID	google.com	Google	This cookie is used to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie	2 years

			works by uniquely identifying your browser and device.	
IDE	doubleclick.net	DoubleClick (Google)	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.	9 months
id	doubleclick.net	DoubleClick (Google)	This cookie is set to build a profile of the website visitor's interests and show relevant ads on other sites.	10 years
lu	facebook.com	Facebook	Used to manage the login process, remembers user on return visit if they choose to stay logged in.	2 years
datr	facebook.com	Facebook	The purpose of this cookie is to identify the web browser to connect to Facebook even when user is not connected	10 days
_fbp	facebook.com	Facebook	Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers	3 months
fr	facebook.com	Facebook	Contains browser and user unique ID combination, used for targeted advertising.	90 days