

NOTICE OF PRIVACY

In People-Solutions.net and Weblan.pl according to the law we make available our privacy notice in accordance with the following points:

I. The identity and address of the person who collects personal data:

Cesar Trejo Quintero is a natural person with RFC: TEQC690429PC3 in the United Mexican States in accordance with Mexican law who is responsible for treating, collecting, protecting and preserving personal data, including those called sensitive, patrimonial and financial. Whose main purpose is to deliver information technology solutions, legal representation and processing of your information for accounting and tax purposes.

That indicates as address to hear and receive all kinds of notifications the number 104, Calle Parque Floresta, in the Colonia del Parque, Celaya Gto. Mexico. C.P. 38010

II. Method of obtaining personal data:

We can obtain information through the following means:

- When you provide it to us directly in writing;
- In verbal form;
- Present your job application or curricular document;
- Through an interview;
- Online or electronic forms;
- Telephone services;
- Any other form permitted by law.

III.- The data we collect:

The personal data we obtain to comply with the purposes set forth in this notice are:

A) Personal information that we collect from customers:

- Full Name and / or Denomination and / or company name;
- CURP and / or RFC;
- Home address;
- Private and / or cell phone number;
- Email;
- Autograph signature;
- Commercial references;
- Bank account information.

B) Personal Data that we will collect for people who want to be employed or who have been hired:

1. Those established in the previous point "A" immediately;
2. Schooling;
3. Present and previous jobs;
4. Social security number;
5. Personal references.

In accordance with the legislation in this area, we will consider that you have given us your consent in a tacit way regarding your personal data mentioned above. We inform you that you can object at any time through the procedure established in point number VI.

D) Patrimonial or Financial Data:

1. Bank card number;
2. Patrimonial Assets;
3. Bank accounts;
4. Statements of account;
5. Payroll receipts,
6. Tax Returns;
7. In case of having mortgage credit.

In the case of Sensitive, Financial or Patrimonial Data, it is mandatory that, in accordance with the legislation in the matter, it grants us its express consent to treat them. So, if you continue browsing our website, continue with the process of hiring any of our services or continue with the recruitment process to work with us, we understand that you are giving us your consent for this.

IV. The purposes of data processing;

The personal data of the owner will be used by the person responsible for the following purposes, as the entity responsible for the protection of their personal data:

A) Main purposes:

- Provide contracted services;
- Means to comply with obligations contracted;
- To send you invoices;
- Follow up on the collection process;
- Any other purpose compatible or analogous to previously established purposes.

B) Purpose addressed to Employees:

1. For the process of evaluation, recruitment and selection of personnel;
2. For the administration of your work file;
3. Integration of the documents necessary for the performance of its services;
4. Payment of payroll and other labor benefits;
5. Any other purpose compatible or analogous to previously established purposes.

C) Secondary Purposes:

In addition, we will use your personal information for the following secondary purposes, which are not necessary for the requested service, but which allow us and facilitate better service:

1. Informative circulars;
2. Quality evaluations of the services or products that you hired;
3. To send you commercial information, services or promotions;
4. To invite him to events to perform;

In case you do not want your personal data to be processed for these secondary purposes, you can present a letter addressed to the person in charge from this moment.

The refusal to use your personal data for these purposes may not be a reason for us to deny you the services you request or contract with us.

V. The options and means we offer holders to limit the use or disclosure of data:

In order to safeguard your information in the best possible way, we are committed to treating your personal data under strict security measures to guarantee confidentiality. Security standards have been established in administrative, legal matters and technological measures have been applied to prevent unauthorized third parties from taking their personal data.

It is worth mentioning that the owner of the personal data can initiate an Access, Rectification, Cancellation or Opposition procedure to limit the use or disclose their data in accordance with chapter VI of this privacy notice.

SAW. The means to exercise the rights of Access, Rectification, Cancellation or Opposition of personal data.

You can revoke the consent that, in your case, you have granted us for the treatment of your personal data. However, it is important that you keep in mind that in all cases we cannot meet your request or conclude the use immediately, since it is possible that due to some legal obligation we need to continue treating your personal data. Also, you must consider that, for certain purposes, the revocation of your consent will imply that we cannot continue to provide the service you requested or the conclusion of your relationship with us.

The owner may exercise their rights of rectification, access, cancellation or opposition to the processing of their data, by submitting an application, sending an email to the following address: ctrejo@people-solutions.net addressed to the person in charge. Also present a written at the aforementioned address. The data and documentation that you must attach to your application are:

- The name of the owner of the personal data, his address and an alternative means to communicate the response to his request;
- The documents that prove the identity of the owner of the personal data or, if applicable, if a third party certifies the legal representation;
- The clear and precise description of the personal data regarding which one seeks to exercise any of the rights.
- If it is appreciated that the documentation has been crossed out, is altered or there is reasonable doubt of being apocryphal, that is not the owner, or not being the legitimate representative, we reserve the right

to request any other document to verify and accredit the ownership of the data, so you may be requested to submit the original documentation or certified copies in the office responsible.

If any information is missing from your application, you will be asked to correct the omission as soon as possible.

If you comply with all the formalities required for this procedure, a response will be given within a maximum period of twenty days, counted from the date on which your request was received or from the date on which the preventions have been completely corrected. The aforementioned period may be extended only once for an equal period, as long as the circumstances of the case justify it.

VII. In your case, the data transfers that are made.

We inform you that we do not transfer information to third parties without your prior authorization.

Transfers may only be made without your consent in accordance with the law in the following cases:

1. When the transfer is provided for in a Law;
2. When the transfer is necessary for the prevention or medical diagnosis, the provision of health care, medical treatment or the management of health services;
3. When the transfer is made to holding companies, subsidiaries or affiliates under the common control of the person in charge, or to a parent company or to any company of the same Group of the person in charge who operates under the same processes and internal policies;
4. When the transfer is necessary by virtue of a contract concluded or to be concluded in the interest of the owner, by the person in charge and a third party;
5. When the transfer is necessary or legally required for the safeguarding of a public interest, or for the administration or administration of justice;
6. When the transfer is necessary for the recognition, exercise or defense of a right in a judicial process; Y
7. When the transfer is necessary for the maintenance or fulfillment of a legal relationship between the responsible party and the owner.

VIII. The means and procedure by which the person in charge will communicate the holders of changes to the privacy notice, in accordance with the provisions of the Law on the matter.

We reserve the right to make, at any time, modifications and addition in all or in part of this privacy notice.

Any modification will be notified by means of a notice on the company's website:

www.people-solutions.net and www.weblan.pl