

DISCLAIMER / PRIVACY POLICY

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We thoroughly check all published information for accuracy and undertake best efforts to maintain its accuracy. Nevertheless HMP does not accept any responsibility and expressly disclaims liability with respect to reliance on information or opinions published on this website and from actions taken or not taken on the basis of its contents.

This data protection statement and data protection information in accordance with Art. 13 General Data Protection Regulation (GDPR).

SITE UPDATES

HMP may from time to time in our sole discretion develop and provide Site Services updates, which may include upgrades, bug fixes, patches, and other error corrections and/or new features (collectively, including related documentation, “**Updates**”). Updates may also modify or delete in their entirety certain features and functionality. You agree that we do not have any obligation to provide any Updates or to continue to provide or enable any particular features or functionality. You will promptly download and install all Updates and acknowledge and agree that Site Services or portions thereof may not work properly should you fail to do so. You further agree that all Updates will be subject to the terms of the Terms & Condition, unless otherwise provided in terms associated with such Update. HMP reserves the right, at any time, to modify, suspend, or discontinue Site Services or any part thereof without notice. You agree HMP will not be liable to you or any third party for any modification, suspension, or discontinuance of Site Services or any part thereof.

PRIVACY POLICY

The protection of your personal data is very important to us. Therefore, we process your data exclusively on the basis of the applicable legal provisions, the European General Data Protection Regulation (GDPR), but also to the Lawyers' Profession Statute and connoted legislation.

Usage of this website generally does not require disclosure of the readers' personal data, other than strictly required data for contracts' processing if agreed upon all conditions of the mandate. We only record information provided by your internet provider, including in particular your IP address and the time and duration of your visit. This information is saved during the time of your visit and analyzed solely for statistical purposes under strict protection of anonymity.

Other personal data is collected solely with your explicit approval given in connection with the services offered on our website (e.g. career portal, event information, newsletters). We only use this information for the specific purpose of the individual service and in compliance with applicable laws.

You may always request information about your personal data recorded and stored by us and have the right to correct and delete such data at any time, as well as to revoke your approval to collect and use your personal data.

In any such case, please contact us under dataprotection@nhp.ro.

In the following privacy policy we inform you about the most important aspects of data processing related to:

- a) the initiation of a mandate relationship, as well as an existing mandate relationship (hereinafter referred to as "legal profession")
- b) the use/visit of our website
- c) HMP marketing activities
- d) Application procedure

Contents

1. How to reach us	3
2. Personal data	3
3. Purposes of data processing	3
4. Legal basis of data processing.....	4
5. Recipients of the data	4
6. Data transmission to a third country	5
7. Duration of data storage.....	5

1. How to reach us

SCPA Hirsch Marinescu & Partners, Theodor Aman 27, atic, level 2, District 1, Bucharest.

T +40 21 311 55 74, E-Mail: dataprotection@nhp.ro (hereinafter referred to as "**HMP**").

HMP is an association of attorneys at law organized under the Romanian Lawyers' Profession Law, namely Law no. 51/1995 on the Lawyer's Profession, with seat in Bucharest. HMP is subject to the Bucharest Bar rules (Law no. 51/1995 and the Lawyers' Statute) and in accordance with relevant regulations of the National Union of Romanian Bars, and subject to supervision of the Bucharest Bar and National Union of Romanian Bars.

The object of HMP is the practice of law, including any activities and actions required to achieve such object, as well as the management of the company's assets (§ 3 of the Romanian Lawyers' Profession Law).

The following person is both, shareholder and managing partner, of HMP, respectively Mrs. Raluca Marinescu.

This website is a communications medium and addresses clients or potential clients and other persons interested in legal matters. It provides information about HMP and current legal issues for the user.

2. Personal data

Personal data in the sense of GDPR are all data that contain information about personal or factual circumstances, such as name, address, e-mail address, telephone number, date of birth, age, gender, social security number or personal numerical code (CNP), video recordings, photos and voice recordings of persons. Sensitive data, such as health data or data related to criminal proceedings, may also be included.

3. Purposes of data processing

Your data will be processed by us for the following purposes:

- a) Processing and transmission of personal data in the context of the mandate relationship and pre-contractual activity concerning (potential) clients, opponents and other parties, courts, authorities and suppliers
- b) Operation and optimization of our website
- c) HMP marketing: sending alerts and information on current legal innovations and developments, specialist articles by HMP experts in their activating fields, invitations to HMP events and, where applicable, free/charged HMP seminars, as well as organization of these events, sending of event-related congratulations by HMP.
- d) Evaluation of applicants' professional and personal skills for the position vacancies available within HMP

4. Legal basis of data processing

The data processing for (a) the scope of the legal profession is based on the legal basis of the fulfillment of the contract or pre-contractual measures with the respective (potential) clients according to Art. 9 (2) (a) GDPR, the legal basis of the processing on the basis of a legal obligation under Article 6 (1) (c) GDPR and the legal basis for the exercise of a public interest task pursuant to Article 6 (1) (e) GDPR, namely the submission of data to the National Institute of Statistics in Romania, if required, as well as the analytical data collected for statistical purposes, but also the assertion, exercise and defense of legal claims pursuant to Art. 9 para. 2 lit. f GDPR. The processing of personal data on criminal or administrative offenses or omissions, in particular on the suspicion of committing crimes, as well as on criminal convictions or preventive measures takes place in accordance with Art 10 GDPR.

If you are already or want to become a client of HMP, ie if you wish to have or have an existing contract, you are obliged - due to the contract with HMP - to provide certain personal data that are necessary in the course of the mandate process. A non-provision would mean that HMP cannot provide any services.

The data processing (b) for operation and optimization of our website is based on legitimate interests in accordance with Article 6 (1) (f) GDPR, namely HMP's legitimate interest in operating and optimizing the website and marketing, with the exception of registrations for the HMP newsletter and HMP events.

Please note that your address is only partially detected based on your IP address and therefore no personal assignment takes place in the analysis of the use of our website. (To collect the data and the software used in this privacy statement, see "Web Server Protocols," Item 11, and "Web Analysis," Item 12).

The data processing (c) for HMP marketing purposes is based on the legal basis of the consent pursuant to Article 6 (1) a GDPR and on the legal basis of legitimate interest pursuant to the aforementioned disposition, namely the interest of HMP in marketing activities and issuing information about legally relevant innovations.

The data processing (d) in the context of application procedures, takes place on the legal basis of the consent according to Art 6 paragraph (1) letter a of GDPR, the pre-contractual measures according to the same Art. 6 paragraph 1 lit b GDPR, as well as the legal basis of the legitimate interest according to Art 6 (1) letter f) GDPR, namely the interest of examining the suitability for the specific position in the company.

5. Recipients of the data

The personal data are passed on to the following persons:

a) Within the scope of the legal activity conducted by HMP: clients, opponents, third parties involved in the legal services (eg notaries, substitutes), courts and authorities including tax offices, bar association, insurance companies, Banks, tax consultants and auditing companies, as well as regional health insurance funds.

b) Operation and optimization of our website:

Hosting provider is done by: iNES GROUP SRL, IP Address: 89.149.33.22, Name Servers: ns4.rezolvit.ro, ns3.rezolvit.ro, webmaster@ns4.rezolvit.ro, where the computer center is located in Bucharest and maintenance and service is made by 11 AM Media SRL , who works for HMP as an IT service provider and has access to personal data as part of its IT services. In addition, HMP undertakes not to disclose your personal data to third parties, unless the law office is legally obliged to do so or in accordance with a court decision.

c) HMP Marketing. In order to obtain information related to the developments of the legislation in a certain field in which HMP may give guidelines of information about the changes in the law, the users need to specially register within the filed *Subscribe to our updates* whilst on the homepage of our site. With this subscription, only the email address shall be collected and only for the purpose given under section 3 of this Policy.

6. Data transmission to a third country

It may be necessary within the framework of the mandate relationship and pre-contractual activity (potential clients) that personal data be forwarded to other companies outside of Romania as well as outside the European Economic Area. In some of these countries, there is a lower level of data protection than in the European Union. When HMP forwards personal data, appropriate safeguards are provided for the transfer of data to ensure adequate protection and it may trigger additional or express acceptance. It is possible to obtain a copy of the safeguards of the date by the attending lawyer with whom the client maintained their communication or the Managing Partner.

7. Duration of data storage

Personal data that we process will only be stored until the purpose for which it is processed is met.

Criteria for the retention are:

a) In the context of the lawyer's activity: As far as company mandates HMP for storing data and representation of the company, and considering tax retention periods, the duration of the storage of certain data and can be up to minimum 5 years and up to fifty years, as per their specific rules.

The archiving and keeping of the accounting registers and of the other financial-accounting documents shall be made, according to the provisions of the Order of the Ministry of Public Finance (MFP) no. 2634/2015, in force since January 1, 2016. Further criteria for the retention are legal obligations, the fulfillment of proof obligations in connection with the prevention of money laundering and the financing of terrorism and the period of limitation of legal claims (may be up to 40 years, depending on the legal basis).

b) Operation and optimization of our website: No personal data is stored for the visitor statistics. Only when registering for HMP events and the newsletter, your personal data will be processed (for the duration of the storage, see below point 7.c.)

c) HMP Marketing: Until the receipt of a revocation of the given consent.

d) Application procedure: The data will be saved up to one year after the end of the application process, if no contractual relationship is reached. In the case of the granting of a consent for an evidence attitude a storage takes place up to the receipt of a revocation of the granted consent.

8. Your rights

As data controller, you have the following rights in particular:

- Right to access your processed personal data
- Right to correction or deletion or limitation of processing
- Right to object to processing
- Right to data portability

In case appearing changes of your personal data, we ask for the appropriate communication. If you believe that the processing of your data violates the data protection law or otherwise your data protection claims have been violated in a way, you can complain to the data protection authority. If the data processing is based on your consent, you can give your consent to data processing at any time, in writing (e-mail sufficient) to dataprotection@nhp.ro in order to be revoked. A revocation does not affect the legality of the processing carried out on the basis of the consent until the revocation.

9. Social Plugins

The Website contains social plugins ("plugins") from the following social networks: - LinkedIn Ireland Unlimited Company, Attn: Legal Dept. (Privacy Policy and User Agreement) Wilton Plaza Wilton Place, Dublin 2 Ireland <https://www.linkedin.com/help/linkedin/answer/79728?lang=EN> If you visit a website containing such a plugin, your browser establishes a direct connection to the servers of LinkedIn.

The content of the plugin is transmitted by the respective provider directly to your browser and integrated by the latter into the website have accessed the corresponding website of our website, even if you do not have a profile of the respective social networks or are currently not logged in with your profile. If you are logged in to these social networks, the provider may assign the visit of our website to your profile on the respective social networks.

In the case of interactions with the plugins, eg when clicking on the "Like" button, the corresponding information is also transmitted directly to a server of the social network providers and stored there.

In addition, the information in the social network will be published on your account and displayed there in your contacts.

10. Links to other websites

Our website also contains links to other websites. However, the privacy policy described here does not apply to these websites. We therefore ask you to visit these websites directly in order to obtain the data protection information for the respective websites there.

HMP cannot be held liable for any action taken on these websites or for their content.

11. Web server logs

The web server stores only anonymous data, unless you log on to our website for the HMP newsletter or for HMP events (such as HMP seminars). In this case, the personal data you entered and the IP address

and user agent are stored. We store the anonymous data for technical reasons as well as for the statistical evaluation and analysis of the use of our website in order to optimize our website.

Further information on the storage of personal data in the context of HMP marketing can be found in this privacy policy under "Newsletter", item 13. Further information on the duration of storage can be found under "Duration of data storage", point 7 c) .

12. Web Analysis

Our website uses functions of the web analysis service Google Inc. ("Google"), located at 1600 Amphitheatre Parkway, Mountain View, CA 94043, United States through <https://www.google-analytics.com/analytics.js> .

The data stored in this way is processed in the data center of Google Inc. and there is no data transmission to a third country. The web analysis uses cookies that allow an analysis of the use of the website by its users. These are small text files that are stored on your device using the browser. They do no harm.

The following data is recorded: browser type and version; Operating system; the website from which you visit us (referrer URL); Pages and files you access on our website; if applicable, the website you visit after ours (by clicking on an external link on our website); Date and time, the IP address, in an anonymous and abbreviated form. Your IP address will not be recorded personally, but anonymous so far, so that only a country-specific assignment is possible.

Some cookies remain stored on your device until you delete them. They allow us to recognize your browser on your next visit.

You can prevent this by setting up your browser so that no cookies are stored. Disabling cookies may limit the functionality of our website.

13. Newsletter

You have the opportunity to subscribe to our newsletter via our website and thereby receive electronic news about legal issues and events. To do this, you must first provide us with your personal data and consent to the use of this data, You can cancel the newsletter at any time by clicking on the link in the newsletter or by e-mail to dataprotection@hmp.ro.

You will then be able to deregistered from receiving the newsletter and your data will be deleted afterwards.

14. Data security and cyber security

The protection of your personal data takes place through appropriate organizational and technical precautions. Your data is hosted by providers located in Romania. Both HMP and the providers use technical and organizational security measures to protect your collected data against manipulation, loss, destruction or access by unauthorized persons.

Notwithstanding our efforts to maintain an appropriately high standard of due diligence, it cannot be ruled out that information you provide to us over the Internet will be viewed and used by others.

Please note that we, therefore, accept no liability whatsoever for the disclosure of information due to non-caused errors in data transmission and / or unauthorized access by third parties (eg hacking on email account or telephone, interception of faxes).

15. Changes to the privacy policy

As part of ongoing development, this privacy policy will continue to be adjusted. Changes will be announced on our website in due time. Therefore, you should periodically access this privacy policy to be aware of the latest version.

Stand: 9th MAY, 2018