



**PRIVACY NOTICE
FOR
TRAINING/WEBINAR**

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1. Introduction

- 1.1 BDO IT Consulting Ltd (hereinafter referred to as “BDO”, “we”, “us”, or “our”) is committed to safeguarding the privacy of our training/webinar participants.
- 1.2 As a result, we would like to inform you regarding the way we would use your personal data, as is required by the European Union General Data Protection Regulation (hereafter the “GDPR”), the Mauritius Data Protection Act 2017 (hereafter the “MDPA”). We recommend you read this Privacy Notice so that you understand our approach towards the use of your personal data.
- 1.3 Our Training/Webinar Privacy Notice sets out the types of personal data we collect, how we collect and process that data, who we may share this information with and the rights you have in this respect.
- 1.4 This notice applies where we are acting as a data controller with respect to the personal data of our training/webinar participants. As a data controller, we determine the purposes and means of the processing of that personal data.
- 1.5 By registering for our training/webinar, you acknowledge that you have read and understood the terms of this Privacy Notice.

2. Who we are?

- 2.1 BDO IT Consulting Ltd is a member firm of BDO Global and provides pioneering professional consultancy services and business solutions.
- 2.2 Our principal place of business is at 10, Frère Felix De Valois St, Port Louis, Mauritius.

3. Personal data we may collect about you

- 3.1 Personal data is any data from which you can be identified, and which relates to you and includes (*but is not limited to*) name, address, email address, employer name.
- 3.2 The type of data we collect will depend on the purpose for which it is collected and used. We will only collect data that we need for that purpose.
- 3.3 We may collect your personal data in the following ways:
 - (a) When you give it to us **directly** for e.g. when you enrol in our training/webinar, when you fill in Google, Microsoft or Zoom registrations forms, when you email us or contact us via phone.
 - (b) When it is available **publicly** for e.g. depending on your privacy settings for social media services, we may access information from those accounts or services (for example when you choose to interact with us through platforms such as LinkedIn).
- 3.4 The types of personal data that are collected and processed may include:

Categories of Personal Data	Details
Contact details	First name, surname, physical address, email address, office phone, cell phone.
Identification details	National Identity Card
Individual details	Gender (male/female), age, employment details

3.5 Depending on our collaboration, other types of personal data may be collected. These will only be processed in accordance with this notice.

4. How we use your personal data

4.1 BDO will only use your personal data for the purposes for which it was collected or agreed with you. We will not use your personal data for any automated individual decision making which will have a significant impact on you.

4.2 BDO have set out below the legal basis of processing for each purpose. Note that we may process your personal data for more than one lawful ground depending on the specific purpose for which we are using your personal data.

Purpose of processing	Legal basis
<ul style="list-style-type: none"> For conducting trainings, webinars, including sending email notifications to you when you register for our training/webinar and for managing our relationship with you; For processing feedback forms such as satisfaction surveys, and for quality assurance; For maintaining back-ups of our databases; For replying to any requests, complaints, comments or enquiries you submit to us regarding our training/webinar. 	Legitimate interests, namely: <ul style="list-style-type: none"> - building and managing our client relationships, - for the proper conduct of the training - for improving our training - for the proper administration of our business and communication with users
<ul style="list-style-type: none"> For record-keeping; For confirming and verifying your identity when you request to access, rectify, restrict or delete the information we hold on you. 	For compliance with a legal obligation to which we are subject: <ul style="list-style-type: none"> - such as internal/external audit and retention periods - to verify the identity of a data subject who requests access

<ul style="list-style-type: none">• For marketing our services which may be of interest to you, including other training and webinar.	<ul style="list-style-type: none">- Legitimate interest when we contact you for the first- time and- Consent when we will send you marketing materials after first communication with you.
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4.3 In addition to the above-mentioned specific purposes for which we may process your personal data, we may also process any of your personal data where such processing is necessary for compliance with legal and regulatory requirements which apply to us, or when it is otherwise allowed by law, or when it is in connection with legal proceedings.

5. Disclosure of personal data

5.1 In general, we do not share your personal information with third parties (other than service providers acting on our behalf) unless we have a lawful basis for doing so.

5.2 **BDO** may share your personal data with its Affiliates (*Affiliates may include companies within the same group, our parent company and any subsidiaries, joint venture partners or other companies that we control or that are under common control with us*) for the purposes listed above. When we share your data, we do so on a need-to-know basis and under clear contractual terms and instructions for the processing of your personal data.

5.3 We may also be required to disclose your personal data to other third parties such as lawyers, bankers, consultants, auditors as well as public and government authorities for purposes mentioned in Section 4 or where:

- We have a duty or a right to disclose in terms of law or for national security and/or law enforcement purposes;
- We believe it is necessary to protect our rights;
- We need to protect the rights, property or personal safety of any member of the public or a customer of our company or the interests of our company; or
- You have given your consent.

5.4 In the event we share personal data with third parties, we will require our affiliates, service providers and other third parties to keep your personal data confidential and that they only use the personal data in furtherance of the specific purpose for which it was disclosed.

6. International transfers

6.1 We may transfer, or store, your personal data outside Mauritius as may be necessary for the purposes mentioned above.

6.2 These transfers would always be made in compliance with the **GDPR** and the **MDPA**. Data transfers do not change any of our commitments to safeguard your privacy and your personal data remains subject to existing confidentiality obligations.

6.3 If we transfer your personal data to other countries which provide a lower level of protection, we will ensure that there are appropriate safeguards in place with regard to the protection of your personal data, such as by using:

- the European Commission's approved Standard Contractual Clauses; or
- the BDO Global Privacy Policy, BDO's Binding Corporate Rules for Controllers and Processors, if we are transferring your personal data to another member firm in the BDO Global network.

6.4 If you would like further details on the transfer of your personal data outside Mauritius, please contact our Data Protection Officer (hereafter "DPO") at dpoitc@bdo.mu.

7. Personal data security

7.1 We are legally obliged to provide adequate protection for the personal data we hold. We have put in place appropriate security measures to prevent your personal data from being subject to any accidental or unlawful destruction, loss, alteration, and any unauthorised disclosure or access.

7.2 We have also put in place procedures to deal with any suspected data security breach and will notify you and the Data Protection Office of a suspected breach where we are legally required to do so.

7.3 We will, on an on-going basis, continue to review our security controls and related processes to ensure that your personal data is secure.

- 7.4 Our security policies and procedures cover, amongst others: access control, encryption, virus and malware protection, firewall, audit trail, business continuity, backup and restoration.
- 7.5 When we contract with third parties, we impose appropriate security, privacy and confidentiality obligations on them to ensure that personal data that we remain responsible for is kept secure.
- 7.6 We will ensure that anyone to whom we pass your personal data agrees to treat your data with the same level of protection as we are obliged to.

8. Your data protection rights

Under the **GDPR** and the **MDPA**, you have rights we need to make you aware of. The rights available to you depend on our reason for processing your information.

8.1 Your right of access to your personal data

You have the right to request a copy of the personal data we hold about you. To do this, simply contact us (refer to Section 10.1) and specify what data you would like. We will take all reasonable steps to confirm your identity before providing details of your personal data.

You will not have to pay a fee to access your personal data (or to exercise any of your other rights). However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive. Alternatively, we may refuse to comply with your request in these circumstances.

8.2 Your right to rectification of your personal data

You have the right to ask us to update or correct your personal data if you think it is inaccurate or incomplete. We will take all reasonable steps to confirm your identity before making changes to personal data we may hold about you. We would appreciate it if you would take the necessary steps to keep your personal data accurate and up-to-date by notifying us of any changes we need to be aware of.

8.3 Your right to erasure of your personal data

You have the right to ask us to delete your personal data in certain circumstances:

- When we no longer need your personal data;
- If you initially consented to the use of your personal data, but have now withdrawn your consent;
- If you have objected to us using your personal data, and your interests outweigh ours;
- If we have collected or used your personal data unlawfully; and
- If we have a legal obligation to erase your data.

Where we collect personal data for a specific purpose, we will not keep it for longer than is necessary to fulfil that purpose, unless we have to keep it for legitimate business or legal reasons. Upon the determined expiry date, we will securely destroy your personal data. Retention periods are indicated in Annex A's Records Retention and Disposal Schedule. Data from our backup repository are also deleted depending on the next scheduled backup overwrite which may be on a weekly, monthly or yearly basis, in accordance with its configuration.

8.4 Your right to restriction of processing

You have the right to ask us to limit how we use your data. If necessary, you may also stop us from deleting your data. To exercise your right to restriction, simply contact us (refer to Section 10.1), say what data you want restricted and state your reasons. You may request us to restrict processing of your personal data in the following circumstances:

- If you have contested the accuracy of your personal data, for a period to enable us to verify the accuracy of the data;
- If you have made an objection to the use of your personal data;
- If we have processed your personal data unlawfully but you do want it deleted;
- If we no longer need your personal data but you want us to keep it in order to create, exercise or defend legal claims.

8.5 Your right to object to processing

You also have the right to object to us processing your personal data where your data is being used:

- For a task carried out in the public interest;
- For our legitimate interests;
- For scientific or historical research, or statistical purposes; or
- For direct marketing.

We shall continue the processing of your personal data despite the objection raised where we have strong compelling legitimate reasons including the establishment, exercise or defence of a legal claim.

8.6 Your right to data portability

The right to data portability allows you to ask for transfer of your personal data from one organisation to another, or to you. The right only applies if we are processing information based on your consent or performance of a contract with you, and the processing is automated. You can exercise this right with respect to information you have given us by contacting us (refer to Section 10.1). We will ensure that your data is provided in a way that is accessible and machine-readable.

8.7 Your right to withdraw consent

To the extent that the legal basis for our processing of your personal information is consent, you have the right to withdraw that consent at any time. Withdrawal will not affect the lawfulness of processing before the withdrawal.

Note:

- (a) If you wish to exercise any of the rights set out above, please contact us (refer to Section 10.1).
- (b) We try to respond to all requests within one month. However, it may take us longer than a month if your request is particularly complex or you have made several requests. In this case, we will notify you and keep you updated.

9. Changes to this privacy notice

We keep our privacy notice under regular review. We reserve the right to change our training/webinar privacy notice at any time thus we encourage you to periodically review this notice to be informed of how we are using and protecting your personal data. We will notify you of significant changes by email.

10. Contact details

- 10.1 The primary point of contact for questions relating to this privacy notice, including any requests to exercise your legal rights, is as our **DPO**:
 - (a) By email, at dpoitc@bdo.mu; or
 - (b) By post, to 10, Frère Felix de Valois St, Port Louis, Mauritius.
- 10.2 It is important that the personal data we hold about you accurate and correct. Please keep us informed if your personal data changes during your relationship with us.
- 10.3 If you believe we have not handled your request in an appropriate manner, you have the right to complain to the Data Protection Office.

ANNEX A: RECORDS RETENTION AND DISPOSAL SCHEDULE

We will only keep personal data for as long as it is necessary to fulfil the purpose outlined in this privacy notice and after we have ceased our relationship with you for the period mentioned in the below table:

Purpose of processing	Retention period	Start of retention period
<ul style="list-style-type: none"> • For conducting training/webinars, including sending email notifications to you when you register for our training/webinar and for managing our relationship with you. • For record-keeping. • For marketing our services which may be of interest to you, including other training and webinar. • For maintaining back-ups of our databases. • For replying to any requests, complaints, comments or enquiries you submit to us regarding our training/webinar. 	5 years	When using our services and 5 years after our collaboration has completed.
For feedback forms (e.g. satisfaction surveys) and quality assurance	3 years	When using our services and 3 years after our collaboration has completed.
For confirming and verifying your identity when you request to access, rectify, restrict or delete the information we hold on you	1 year	1 year after the Data Subject Access Request is closed.