

## GENERAL CONDITIONS of the activities of EQUAL ACADEMY

### 1. Responsibilities

EQUAL ACADEMY is a place for exchange and debate, created by EQUAL partners. EQUAL ACADEMY cannot, under any circumstances, be held responsible for the words used, verbally or in writing, by the participants during the activities. The speakers and authors invited bear sole responsibility for the words they use and the content they offer.

Similarly, the members of the EQUAL PARTNERS law firm do not jeopardise the firm's obligation to respect neutrality in any way by participating in the activities of the EQUAL ACADEMY.

### 2. Contribution to expenses

The activities of EQUAL ACADEMY do not have the aim of making a profit. However, it is desirable for the expenses to be at least partially covered by the participant community.

In the absence of specific information to the contrary, the contribution to costs (CTC) or the registration fee for the activities is payable in cash using the payment tools provided by EQUAL ACADEMY.

An invoice will be issued in the calendar month of the event as long as the participant has entered the proper information for this purpose.

### 3. Cancellation

EQUAL ACADEMY reserves the right to cancel an event, particularly if there are not enough registrations, or in the case of force majeure, unavailability of speakers or other parties. In this case, the registration or participation fees will be refunded or credited against a future activity.

The participant concerned will be advised of the chosen arrangement as promptly as possible.

#### Privacy protection

As regards registration for the activities, EQUAL ACADEMY will collect personal information such as first name and surname, address, email address, job title/profession, telephone number, company name, company address and VAT number. At this point, the participant gives his/her unequivocal consent for this personal data to be processed in accordance with the conditions mentioned in this provision. The personal data transmitted by the participant will be processed in accordance with the provisions of the law of 8 December 1992 on the protection of privacy in personal data processing.

### 4. Permission for publication

Unless indicated otherwise, you give your permission for photos personally identifying you to be published on the website and/or in EQUAL ACADEMY publications.

### 5. Dispute resolution

In the event of a dispute, EQUAL ACADEMY shall give priority to dialogue and mediation.

However, if no solution can be found, Belgian law shall apply and all disputes shall be settled before the courts and tribunals of Brussels.

