



Women on Board **Pool's Access Charter**

Women on Board's mission

Women on Board's primary mission is to increase the consideration of women as candidate directors on the boards of Belgian organisations and their active participation to these boards.

Women on Board is welcoming as member candidates' women with the potential to adequately fill such board membership positions, after they have gone through a selective admission procedure, that includes screening by Women on Board's Admission Committee in accordance with the Core Competencies profile, as defined (www.womenonboard.be). The final admission is validated by the Association's board of directors.

Following their admission, Members of Women on Board are enlisted on the website. Their full profile and CV are kept up to date by the candidates themselves, with the support of the Association.

Training and coaching opportunities are offered (as available) to Members wishing to further develop their skill set.

The pool comprises more than 300 members. It is composed of high-profile female executives with various backgrounds in important functions such as CEO, CFO, COO, General Secretary etc. and most of them having prior board experience.

General conditions for access to the pool

Upon motivated request (that is a request with a view to fill in a specific board position) and for a limited period of 60 days, Women on Board will give access to its pool of women candidates and their profiles to enterprises sharing its values.

If so desired, in addition Women on Board will post the board position search to the attention of all members by e-mail and on the website, on a no-name basis if confidentiality is required.



Enterprises' commitment to Women on Board

By accessing the 'pool', Enterprises are taking the following commitments:

- **Values:** Enterprises that use our pool of candidates are considered ambassadors of Women on Board. They adhere and respect the Association's values of Diversity, Ethics & Integrity, Empathy, Sharing and Make it Happen. These values are detailed on Women on Board's website.
- **Information and communication with candidates:** Enterprises that have access to our pool of candidates commit themselves to keep the candidates apprised of the fact that their candidature is considered and will seek their agreement before their candidature is introduced in their organisation/a client's organisation. After an initial contact, the Enterprise shall timely give proper and constructive feedback to each candidate, whether their candidature is further considered.
- **Availability of Women on Board Members:** Enterprises are herewith made aware and expressly accept that Women on Board Members may not necessarily be available for a board membership at the time of the request, for a variety of reasons.
- **Selection of Women on Board Members:** The selection process (as the case may be) is under the exclusive responsibility of the Enterprise.
- **Independence Requirements:** Enterprises will systematically inform the considered Members of Women on Board on the specific independence requirements of the contemplated board or committee Membership, as the case might be. Enterprises are aware, and accept, that Women on Board Members may have additional independence constraints or conflict of interest arising from their own organisation or profession.
- **Confidentiality agreement:** As our Members' profiles will only be accessible to themselves and to Enterprises that have been granted access upon motivated request, the latter herewith commit not to disclose personal information concerning any member to a third party.



- **Information on board mandates:** In order to be able to follow up with the progress made and measure improvement in gender diversity within the Belgian boards' environment, Women on Board requests the Enterprises that have been granted access to the pool to keep the Association informed should they be electing a member of the Association to become a board member of their organisation or should a client company of the Enterprise do so as a result of the pool consultation.
- **Collaboration:** Women on Board will only be successful with the full collaboration of Enterprises and therefore strongly encourages them to communicate any idea or action in relation to the mission that may boost and promote the organisation and its mission. Their attention is brought to the possibility to support Women on Board more concretely by various Sponsoring formulas (*infra*).

Free of Charge Access:

The access to the pool of Women on Board is free of charges for enterprises that have submitted a motivated request. When recruiting a member of Women on Board as a board member, we will ask you to pay a contribution of 1000 € (Excl. VAT), as support to the mission and the proper functioning of our organization.

Before accessing the pool, the Enterprise must confirm receipt and acceptance of the present charter.

Sponsorship

Should the Enterprise wish more visibility on Women on Board's website and events, and/or wish to support or contribute to the association's development, then Sponsorship is to be considered. All information about sponsoring Women on Board, its benefits and conditions are available on www.womenonboard.be.

Conditions accepted by

(name)
(company)
(date)
(signature)

Appendix: Privacy Statement



Privacy Statement

Introduction

The present Privacy Statement applies to all processing of personal data ("Personal Data") by Woman on Board, including the website. ("Website"). "Woman on Board" (or "WoB") is a asbl/vzw, having its registered address Bastion Tower Etage 12, Place du Champ de Mars 5, 1050 Brussels, registered with KBO/BCE 821.065.210 Brussels. The goal of WoB ("Goal") is to identify and provide network opportunities for woman having the potential to grow to board positions, and making these profiles known to the outside world, via activities, recruitment and other.

WoB is the Controller of any Personal Data collected via the Website and as otherwise through its activities, as described herein. WoB takes the data protection and privacy responsibilities seriously: this policy which explains how WoB collects and uses Personal Data provided. Please read this policy carefully to understand our practices in relation to Personal Data.

For the Website of WoB, where this contains links to other websites that are not operated by WoB, WoB is not responsible for such other websites and this privacy policy does not apply thereto. You should check the relevant third party's website and relevant privacy statements for more information about their Processing of your Personal.

WoB reserves the right to modify or amend this privacy statement at any time and for any reason. The revised privacy statement shall apply from the date of the publication of the revised privacy statement on WoB' Website. Please make sure you check this privacy statement regularly to ensure to be familiar with the latest version.

Collection of Personal Data: types

For the purposes below, WoB may collect the following types of Personal Data: name, first name, address, IP address, telephone number, CV information (as provided by WoB members) and financial information (bank account details).

Special Categories of Personal Data and Personal Data of Minors

WoB does not collect any special categories of Personal Data nor any Personal Data of minors.



Collection of Personal Data: purposes

WoB collects and processes Personal Data for various purposes:

- Identifying and contacting suitable candidates to join WoB, including assessing their capabilities and admitting them as members.
- Hosting a database of members, accessible to the members and to selected third parties, for the purposes of networking and for recruiting.
- Identifying and contacting suitable persons for its governing bodies, assessing these persons and introducing them into the WoB activities.
- Organizing events and activities, training and coaching in the framework of its Goal.
- Contacting and entering into business relations with (potential) customers which may be recruitment agencies, headhunters, individual companies seeking board members.
- As regards the Website: after your consent, to contact, you allow other third parties to view the profile you put on the online database, which is in the secured login section of our Website, to improve our services to you and customize your browsing experience, to help us improve our website; and to track any fraudulent activities and other inappropriate activities and monitor content integrity on our Website.
- Legal requirements and audits;
- Interacting with and complying with government or competent authority requirements.
- Contacting and entering into relations with service and goods' providers, including selected social media;
- Properly managing its assets.

Collection of Personal Data: legal basis

WoB' legal basis for collecting and processing Personal Data depends on the purpose of collection and hence are: (i) legitimate interest in order to ensure the business interactions with potential customers, service providers, as well as with investors and to manage WoB' assets (ii) execution of a contract with customers, suppliers, other third party business partners, consultants and employees, (iii) fulfilling its legal obligations in various fields and (iv) consent in such cases as required such as making a member's personal data available on the Website, or sending direct marketing mails. Where the basis of Processing is your consent, you have the right to withdraw your consent, and therefore prevent that Processing, at any time. If you are a WoB member, you also have the option to delete your profile at any time from the secured, login section of our Website. Please contact us by sending us an email at info@womenonboard.be if you would like to withdraw your consent.



Retention & Deletion of Personal Data

The Personal Data is kept for a term as is needed based on the purpose for which such Personal Data is collected. We may need to keep your Personal Data for a longer term if required by law, regulatory, tax or accounting requirements. Please contact us by sending us an email at info@womenonboard.be if you have any questions regarding how long we store your Personal Data or if you wish us to delete your Personal Data. If you are a WoB member, you also have the option to delete your profile at any time from the secured, login section of our Website.

Disclosure of Personal Data to third parties

WoB will never share the Personal Data with third parties for secondary or unrelated purposes unless otherwise disclosed at the point of collection. WoB may share Personal Data with third parties where required for achieving the above purposes. WoB shares the Personal Data of the WoB members, via its online database, after the consent of such member, with other members, with its governing bodies and with third parties to achieve the above purposes.

WoB does not transfer your Personal Data to third countries outside of the EU.

Access to Personal Data

WoB provides access to persons who wish to review the Personal Data WoB processes about them and/or correct any inaccuracies it may contain. Please send an email to info@womenonboard.be for this. If you are a WoB member, you also have the option to delete your profile at any time from the secured, login section of our Website.

Your rights as a data subject

The GDPR and its implementing legislation give you several rights to manage your Personal Data. These rights are :

- the right to access the Personal Data which WoB holds about you.
- the right to request that this Personal Data be corrected, limited or deleted,
- the right to object to the processing of the Personal Data.
- Personal Data that you have transmitted to WoB, can be requested back in a machine-readable format.



- If you are of the opinion that WoB has not properly treated your Personal Data, you also have the right to launch a complaint. WoB lead Data Protection Authority is the Belgian Data protection Authority whom you can contact in such case. You have also the right to lodge a complaint with your local data protection supervisory authority at any time.

The easiest way to exercise your rights is to send a simple mail, specifying your request to info@womenonboard.be.

WoB highly values your privacy and would kindly request that for any questions or concerns you have on the use of your Personal Data, you contact us first via the above email address.

Information security

WoB has in place market conform standards of technology and operational security to protect your Personal Data collected as per the above from loss, misuse, alteration or destruction. Whilst WoB takes all reasonable measures to ensure confidentiality of the Personal Data communicated by you, you should however acknowledge that transmission of Personal Data via the Internet is never without risk. To the fullest extent permitted by law, you agree therefore, that any possible direct or indirect damage that he or she would suffer following an illegal or wrongful use of his or her Personal Data by third parties who do not have authorization to do so, can never be allocated to nor recovered from WoB.

Cookies

With respect to its Website, WoB uses cookies. Please refer to our [cookie policy](#) to learn more about this.

Contact details

Questions, feedback, concerns regarding this privacy statement can be addressed via info@womenonboard.be.