

Conditions of use and confidentiality policy

CONTRACT

This document constitutes a **legal agreement** between the user of this site (hereinafter referred to as the "Site") and B2B Talents Inc. (hereinafter referred to as "B2B") with respect to using our site and the services offered thereon (hereinafter referred to collectively as the "Services")

READ THIS DOCUMENT IN ITS ENTIRETY BEFORE USING THIS SITE OR ANY OF ITS SERVICES

The user understands and agrees that the Services offered by B2B do not constitute a psychometric test or a recruitment or self-promotion tool. The user will find a self-assessment tool of current behavioural patterns on this Site designed to create a profile of the user's present business development situation. **The results are therefore a function of the user's current context, of the level of objectivity of the user's answers and of the methodology applied (compilation method) specific to the self-assessment tool.** Similarly, results expressed as a percentage are intended as a general picture rather than a definitive figure.

By navigating the Site, you agree to be bound by the terms, conditions and stipulations of this contract as long as you are on this Site or use the Services. These contractual terms, conditions and stipulations may change at any time and take effect automatically.

1. Acceptance of the conditions of service

These general conditions apply to all Services provided by B2B. Use of the Services **constitutes an acknowledgement and agreement by the user that he or she is bound by the following general conditions, in accordance with the law applicable in the Province of Québec, Canada.**

2. Copyrights and Trademarks

The entire content (texts, illustrations, images, graphs, drawings, slogans, business names, trademarks, self-assessment tool, personalized profile, self-assessment summary, business development tutorials and other training tools, webinars, codes and URL) reproduced on the Site or generated as part of our Services (hereinafter referred to collectively as the "Content") belong to B2B or are under third-party licence and are protected by copyright and trademark legislation. Any reproduction in whole or in part of the Content is strictly prohibited. No licence or right to use the Content is conferred on the user. **You are prohibited from doing any of the following for educational or commercial purposes:** modifying, copying, translating, distributing, publishing, transmitting, broadcasting, reproducing, arranging or saving the Content, creating compilations containing the Content in whole or in part, creating derivative works based on such Content, or transferring the Content to any person in any manner whatsoever, including by reproducing or transmitting an excerpt of the Content with or without a hyperlink.

3. Network security and efficacy

B2B does not guarantee total efficacy or security. A hacker could possibly access the server.

Therefore must be borne in mind that persons with malicious intent could enter the Site's server and use for their own purposes certain Information left by you. UNDER NO CIRCUMSTANCES may B2B, its directors, officers and representatives EVER be held liable for hacking attacks or for any damage, loss or navigational difficulty that may be caused to a user. The Site may experience occasional disruptions, and programming errors may be caused by updates or by events beyond the control of Site administrators.

4. External links

B2B may establish links with third party sites or sources. B2B has no way of controlling those sites and sources and provides no assurance of, and is not responsible for, the availability of such external sites and sources. B2B neither endorses nor approves the content accessed through such sites or sources, and excludes all liability, and gives no assurance, regarding such content.

5. Payment and terms and conditions of payment

5.1 Prices - The prices of our Services are quoted in Canadian dollars and applicable taxes will be added to the amount. All Services are payable in Canadian dollars. B2B reserves the right to change its prices at any time. **The Services are always invoiced at the rate in effect at the time the service is provided. No reimbursement, reduction, set-off or credit will be granted.**

5.2 Payment - Payment for the use of our Services must be made through the *PayPal* payment service. The proposed charges shall be paid in accordance with the payment procedure described at the time of the registration process. The user agrees to defray the total cost and related charges for the service used, including taxes. **THE USER IS SOLELY RESPONSIBLE FOR PAYING FOR THE SERVICE USED AND MUST DO SO BY CREDIT CARD. B2B IS NOT RESPONSIBLE FOR ANY PAYMENT PROBLEMS RELATED TO THE FUNCTIONING OF THE E-COMMERCE SERVICE.**

6. Limitation of liability

B2B and its subsidiaries and affiliates are not liable in any manner whatsoever for any direct or indirect damages, including compensatory damages, or for any other damages of any nature whatsoever that may have been caused to a user or to any other legal or natural person, by any technical or technological equipment whatsoever within the Site or by any human or technical error that could occur at any stage whatsoever, for technical problems with or defects in the electronic or communications network, on-line computer systems, servers, computer hardware or software, data transmissions or any other technical difficulty or traffic congestion on the Site or any other occurrences.

7. Confidentiality

B2B treats all information and answers obtained from a user navigating its Site or using its Services (hereinafter referred to collectively as the "Information") in full confidentiality and no person other than those whose duties require such information may have access thereto. The Information shall remain confidential for an unrestricted time after use of the Services and will not be disclosed or shared in any manner with any third party. Thus, B2B does not disclose or otherwise share nominative information that could identify a user of its Services; a personalized profile and self-assessment summary generated as part of B2B's Services will be communicated

solely to the corresponding user, subject to the users express prior authorization or a court order to the contrary. However, B2B may be required to disclose all or part of any Information before a court or to a government authority and, acting in good faith, may do so in order to (i) comply with any law or regulation in force, (ii) protect or defend its rights in legal proceedings instituted against B2B by the user or by a third party for infringement of that party's rights or as a result of the user's breach of these Conditions of Use, or (iii) to protect public safety.

Data collected shall be aggregated anonymously for overall statistical purposes (by industry type, function, business development behaviour, etc.). Dissemination of such aggregated statistics will allow a user to make comparisons with peers or other industries.

Every user should also read the confidentiality policy of his or her Internet service provider and that of *PayPal*.

8. Governing law and jurisdiction

This contract respecting the conditions of service and confidentiality is governed by the laws applicable in the Province of Québec, Canada. You hereby acknowledge that any dispute arising from or in relation to use of the Site or the Services shall be submitted to the exclusive jurisdiction of the courts sitting in and for the **District of Longueuil**, Province of Québec.

9. Indemnification

The user hereby agrees to save harmless B2B should any legal proceedings be instituted against it as the result of the user's breach of these terms and conditions of use.

10. Force majeure

B2B is not liable for the non-performance, in whole or in part, of any of its obligations towards the user, or for any damages or losses that the user may sustain where such non-performance, damages or losses are the result of an event of *force majeure* or of circumstances beyond its control.

IF YOU DO NOT UNDERSTAND ANY PROVISION OF THIS CONTRACT, WE URGE YOU TO SEEK LEGAL ADVICE; IF AFTER DOING SO YOU STILL DO NOT UNDERSTAND THE PROVISION, OR IF YOU DO NOT WISH TO BE BOUND BY THIS CONTRACT, YOU SHOULD CEASE NAVIGATING THIS SITE AND USING ANY OF THE SERVICES.