**BARE INTERNATIONAL’S**

**Rules of use of the instant messaging group operated for mystery evaluators**

1. **Operator of the group**

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hereinafter: **Operator**;

and

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hereinafter: **Operator**;

hereinafter together: **Operators**;

1. **Purpose of the creation and operation of the group**

For the purpose of easier contact with their mystery evaluator partners (**Evaluator** hereafter) operating in the territory of the European Union and outside of it Operators create groups (hereinafter groups) on popular messaging platforms (WhatsApp, Telegram, Viber, Facebook Messenger, Facebook) so that offering new orders for Evaluators can be easier and also to promote the exchange of professional experience of Evaluators in order to increase the efficiency of their work.

1. **Enter the group**
	1. Administrators representing the Operators and appointed by them, as well as invited Evaluators, can enter the group (after entering hereinafter: Member or User).
	2. The Evaluator can only be a member of one group at a time and only with his/her real name/real user profile.
	3. The condition of entering the group is to accept these rules.
	4. A new group member can be invited only by an administrator who is already in the group. The administrator who invites the new member has to make sure that the invited person accepts the rules and learns the Privacy Policy - in a way that can be tracked/verified afterwards.
	5. Entering into the group is not compulsory for Evaluators, every invited person decides independently and freely about the entry. Admission happens only after the invited person accepts the rules and gives his/her consent to manage his/her personal data. Staying away from the group does not result in a disadvantage for any of the invitee, participation in the group is not a condition for cooperation with the Operators.
	6. Entering into the group is compulsory for Administrators - whose tasks have been defined by the Operator as the performance of the group's administrative tasks.
2. **Administrative obligations related to the publication of new orders**
	1. Only an administrator can publish a new task in the group.
	2. The Administrator is obliged to send the task representing a new assignment to the Evaluator via the communication channels usually used by Operators in all such cases.
	3. During the assessment of applications for commissions, the currently effective criteria of BARE company group must be applied in all cases, the communication channel used by the applicant to apply for the task cannot be a determining factor, it cannot be an advantage during the assessment.
3. **Rules and responsibilities for group communication**
	1. Members of the group are allowed to exchange information and write a comment on topics related to the tasks given by Administrator and they can exchange information and write a comment within the framework of other topics designated by Administrator in the group. It is forbidden to continue any communication other than these or of a private nature, the Operators are not responsible for the consequences of the exchange of information carried out despite the ban
	2. The members of the group are free to communicate about the marked topics inside the group and they can freely initiate communication with each other. Exception to this is information of details and consideration of business orders (tasks to be completed), about which Evaluator can negotiate with Administrator solely directly, outside the group, through direct communication.
	3. Only the Administrator can share information related to a business order in the group.
	4. Evaluator is not allowed to share any current or previous information about the subject of an individual agreement in the group neither on any other platforms.
	5. Evaluators are not allowed to share any information about competitors in the group.
	6. Anyone can send comments; Operators take no responsibility for Evaluators’ comments and posts (hereinafter, comments shall mean new posts) if their content offends others on a way which is not recognizable for Operators. Operators take no responsibility for damages caused by destructive programs or applications – e.g. viruses, bugs or any other not listed programs or applications – which might be hidden in comments, however, Operators do the best of their abilities to avoid or filter them.
	7. Releasing a comment (post) is directly followed by User’s activity, Operators do not examine its content before releasing.
	8. User’s comments will be visible for other Users after releasing it on a way that User’s name can be identified and data given in the comment by User is accessible, therefore User’s identity can be identified. However, this is under User’s own responsibility and Operators cannot be held responsibility for any consequences come from this.
	9. User cannot comment on the behalf of another person or of another legal entity, and also these comments cannot be against the law, cannot be discriminatory, racist, hateful, harmful, obscene or related to religious or political views, cannot violate other’s privacy, cannot be insulting, cannot consist hazardous effects for underage children who might read them. Moreover, these comments cannot consist contents protected by law or a contract, cannot violate industrial secrets or intellectual property, cannot carry contents which spread computer viruses and cannot consist contents which might be capable of violate Operators’ or other third party’s rights and interests on any way.
	10. User is not eligible to buy and sell properties, movables or services in his/her comments or uploaded contents; User is not eligible to place advertisements in his/her comments or uploaded contents or promote such activity.
	11. User’s comments can consist other contents (picture, video, audio material etc.) and also the shared contents can consist such contents as well. In case of a picture or a video it cannot be other people’s image and regardless of the type of content it cannot be against the law, cannot be discriminatory, racist, hateful, harmful, obscene or related to religious or political views, cannot violate other’s privacy, cannot be insulting, cannot consist hazardous effects for underage children who might read them. Moreover, these comments cannot consist contents protected by law or a contract, cannot violate industrial secrets or intellectual property, cannot carry contents which spread computer viruses and cannot consist contents which might be capable of violate Operators’ or other third party’s rights and interests on any way.
	12. User acknowledges and gives separate consent to release contents of data and information about himself/herself by accepting these conditions on such way that these contents will be visible and accessible for other Users of the group and the User’s name (who uploaded the content) can be identified by observers therefore User’s identity can be identified. However, this is under User’s own responsibility and Operators cannot be held responsibility for any consequences come from this.
	13. By placing a comment, User gives up the right to establish a financial or any other claim in the future based on the use of those written in the comment.
	14. Operators do not take any responsible for the content of the Evaluators’ comments, posts; however, in case the comment violates Operators’ or anyone else’s rights, Operators are allowed to delete/hide the comment without explanation.
	15. Operators draw Users’ attention to consider thoroughly and carefully what and how articulates in a comment before sending it so User can avoid any damage in his/her or other’s (a legal person or organization) interests.
	16. Posting every real person’s personal data or any kind of knowledge about him/her is forbidden – therefore it will be deleted – if it was not released by the person himself/herself.
	17. Evaluator respects every User’s personal data, does not save them and does not contact any of the group’s members unsolicited outside the group.
	18. Any pictures that are offensive to good taste, comments that are capable of inciting hatred or intimidation and any links to such websites are also forbidden.
	19. Comments of insulting or disparaging a real person or comments that can be obviously linked to a person and has an offensive title or content cannot be released.
	20. In case a User or a connected person offends what has been written about him/her in a comment, they can ask Operator for deleting the comment even if it does not exhaust the above discussed conditions.
	21. Upon notification by the User or other users, the Operators will examine the post and, if necessary, moderate it according to the rules written here.
	22. Operators ask User to send a report via e-mail to Operators in case he/she thinks that a comment is against present conditions and rules, violates User’s, Operators’ or others’ rights or legitimate interests, raises the suspicion of committing a crime or hinders the exchange of information in any way.
	23. Operators have the right to delete/hide or to delete/hide on request contents that are illegal or does not meet these rules from the group.
	24. Operators do not edit comments afterwards and do not delete them partially; comments are either left in their original way or they are deleted fully.
	25. Not only those comments will be deleted which content does not meet these conditions but also every answer that may arrive them in order to maintain continuity and readability.
	26. Banning: Administrators may ban from the group those Users who violate the law, or present rules intentionally and/or repeatedly hinder cultured conversation.
	27. Intellectual property: contents that may be considered to an intellectual property (work, creation, academic or other intellectual achievement) shall be used only with the authorized author’s (the one who published his/her own content) prior permission in other’s comments.
	28. In addition to the provisions of these regulations, all Users of the groups must also comply with the rules of the service provider of the platform used.
	29. Violation of the above may result in immediate exclusion from the group and legal consequences.
4. **Confidentiality**
	1. User is obliged to keep in secret any information about other members of the group, about the Operators or about any business orders and also any other information that has come to his/her attention in the group during membership and after termination of membership as well. They must not share or make available this information to anybody – especially with Operators’ competitors.
	2. The member and the ex-member are obliged to maintained confidentiality without time limit.

**19 October 2022**

**BARE International Inc., Belgium Branch**

**BARE International Hungary Kft.**