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In accordance with the French Data Protection and Freedom of Information Act of 6 January 1978 (*Loi Informatique et Liberté*) amended by the new Act of 6 August 2004, you have the right to access, alter and delete any personal data that concerns you.

You can exercise this right by contacting the Grenoble Ecole de Management, 12 rue Pierre Sépard, 38000 GRENOBLE. Email: cil-gem@grenoble-em.com

We would ask you to read very carefully the general terms and conditions of use of the website which follow. Grenoble Ecole de Management is free to amend them at any time.

1. INTELLECTUAL PROPERTY RIGHTS

This website and its content are the exclusive property of Grenoble Ecole de Management and are protected by current French regulations concerning intellectual property rights. Photography copyright is governed by the French Act of 1 July 1992 concerning Literary and Artistic Property (which in particular includes the Acts of 11 March 1957 and of 3 July 1985).

The protection of people and property is governed by law no. 70-743 of 17 July 1970.

This site is intended to be used for professional purposes and exclusively for users duly selected by Grenoble Ecole de Management under the conditions provided for in the "liability" paragraph. Users are authorised to browse and view on their computer the site content as well as any information available from this site. Users are not authorised, and must not authorise any third party, to modify, copy, distribute, transmit, disseminate, depict, reproduce, publish, sub-licence, create derivative works, transfer or sell all or part of the site except for the images which are downloadable under the terms and conditions set out in paragraph 2 ("liability") and in compliance with the existing copyright.

If users manipulate an image, they thereby create a "derivative" work. According to the current French Copyright Act (Article L. 113-4 of the French Intellectual Property Code), a request must be made to the author of the pre-existing work for it to be included in the derivative work.

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Any infringement of these mandatory provisions shall render the offender liable to criminal and civil prosecution as provided for by law.

2. LIMITATION OF LIABILITY

Please note: you undertake to use these images solely for publications which will enhance the standing of Grenoble Ecole de Management, with the sole exception of distribution through advertising and posting. Any other use is strictly prohibited and shall be penalised.

These images are made available to you for the purpose of helping you to enhance the standing of Grenoble Ecole de Management: images subject to copyright may be used by professionals to illustrate press articles. Images with photo credit may be used by professionals in a wider range of media (magazines, brochures, leaflets, websites, blogs, social networks, etc.), except for commercial use and on billboards.

However, for each image please check the technical data to ensure that there are no further restrictions.

In general, the Grenoble Ecole de Management reserves the right to validate or refuse to validate access accounts for professionals who subscribe to it. In certain cases, depending on the medium being used, on the user and on the purpose of use requested, a maximum number of photographs may be set by the Grenoble Ecole de Management.

Guarantees

Users shall guarantee that they shall use said photographs in accordance with these terms and conditions and that if any improper or prohibited use were to occur, they shall guarantee Grenoble Ecole de Management against any action, proceedings, claim or request from any person with respect to such use of the photographs.

In all circumstances, users undertake never to infringe the copyright and moral rights of the authors or beneficiaries of the photographs that they wish to use, and they alone shall be responsible to the authors, third parties and Grenoble Ecole de Management for the uses to which these photographs shall be put, in particular if the published photographs are retouched or edited.

3. COPYRIGHT AND MANDATORY INCLUSION

Under the French Act of 11 March 1957, whenever Grenoble Ecole de Management photo library images are used (whether free or charged), photo credit must always be shown. It must appear adjacent to any image reproduction. Each photograph has a fact sheet with this information, which is provided adjacent to the image. Users must therefore ensure that they strictly comply with this obligation.

Should a copyright expiry date be shown for an image, the user shall undertake to destroy the file provided and make no further use of it.