

General information

HEC Espace Entreprise (hereinafter the association) is a non-profit association. Its headquarters are located on the UNIL campus, HEC Espace Entreprise, Bâtiment Internef, office 224, CH-1015 in Lausanne (VD). It has no legal or economic ties with this university.

The HEC Espace Entreprise (HEE) association offers, through the Start-up Connect project, an internship platform for students from HEC Lausanne and, potentially, other Swiss universities.

The aim of this platform is to facilitate the connection between students and Swiss start-ups, in order to offer them the opportunity to acquire a first professional experience and put their academic skills into practice.

The offers published come either directly from partner start-ups, or from collaborations supervised by the association.

HEC Espace Entreprise attaches paramount importance to the protection of personal data and is committed to complying with Swiss legislation in this area, in particular the Federal Act on Data Protection (FADP), as well as, as a best practice, the principles of the General Data Protection Regulation (GDPR).

This Policy aims to inform Users about how their data is collected, processed and protected when using the Start-up Connect platform, accessible at www.start-up-connect.ch.

By accessing the Platform, the User acknowledges that he or she has read, understood and accepted this Privacy Policy.

1. Definitions

Association: HEC Espace Entreprise, a non-profit association located on the UNIL campus, HEC Espace Entreprise, Bâtiment Internef, office 224, CH-1015 in Lausanne (VD).

Platform: the "Start-up Connect" platform, accessible at www.start-up-connect.ch.

User: any person using the Platform, whether a Student, a Start-up or a member of the team.

Student: any student enrolled at HEC Lausanne or in a Swiss university using the Platform to consult or apply for an offer.

User: any natural or legal person using the Platform.

Start-up: any registered company or structure using the Platform to publish internship or job offers.

Terms and Conditions of Use of the Platform.

Privacy Policy: the Platform's personal data protection policy.

2. Processing of personal data

2.1. Data collected from Users

2.1.1. When registering or using the Platform, HEC Espace Entreprise may collect the following data:

- **For Students:** name, surname, university, academic email address, CV, photo (optional), student card, cover letters, contact information.
- **For start-ups:** company name, contact person, address, business e-mail, description of the activity, published

offers, logo and website.

- **Technical data:** IP address, browser type, connection logs, cookies necessary for the operation of the site.

2.1.2. In the event of contact by e-mail, telephone or form, further information may be collected depending on the content of the request.

2.2. Purposes of the processing

The data is collected and processed for the following purposes:

- Enable the registration, management and use of user accounts;
- connect Students and Start-ups;
- manage and disseminate internship and job offers;
- ensure the proper technical functioning and security of the Platform;
- organize networking events related to the Start-up Connect community;
- communicate with Users (notifications, updates, mailing lists, etc.);
- meet the legal and regulatory obligations applicable to the Association.

2.3. Lawful basis for processing

The processing carried out is based on the following legal bases:

- the performance of the contract or pre-contractual measures (registration, application, management of offers);
- compliance with legal obligations;
- the legitimate interest of the Association in ensuring the security and proper administration of the Platform;
- the User's explicit consent, when required (e.g. subscription to the mailing list).

2.4. Data sharing and communication

2.4.1. Personal data may be transmitted:

- to **Start-up Partners**, solely for the purposes of the recruitment or selection process;
- to the **authorized members** of HEC Espace Entreprise for the technical and administrative management of the project;
- to technical **service providers** (hosting, maintenance, e-mailing tools) to the extent strictly necessary for the operation of the site.

2.4.2. No transfer to unauthorised third parties takes place without the prior consent of the User.

2.5. International data transfer

2.5.1. The data is, in principle, processed and stored in Switzerland.

2.5.2. In the event of a transfer to a country that does not offer an equivalent level of protection, HEC Espace Entreprise undertakes to implement the appropriate safeguards (standard contractual clauses, contractual framework in accordance with the FADP and the GDPR).

2.6. Retention period

Personal data is kept only for the time necessary to achieve the purposes for which it was collected:

- Inactive accounts are deleted after 12 months without logging in.
- the application data is deleted no later than 6 months after the end of the selection process;
- Some information may be retained for longer statistical or legal purposes, in anonymised form.

2.7. Data security

HEC Espace Entreprise implements appropriate technical and organizational measures to protect data against unauthorized access, loss, misuse or disclosure, including:

- encryption of communications (HTTPS/SSL);
- restricted access to authorized members;
- securing hosting servers located in Switzerland.

3. Users' rights

3.1. In accordance with the FADP and the GDPR, all Users have the following rights:

- **Right of access** to their personal data;
- **Right to rectification** of inaccurate or incomplete data;
- **Right to erasure** ("right to be forgotten") under the conditions provided for by law;
- **Right to restriction** of processing;
- **Right to object** to processing on legitimate grounds;
- **Right to data portability**, where technically feasible.

3.2. To exercise these rights, the User may send a request to: start.up.connect@hec-espace-entreprise.ch.

3.3. A response will be provided within a maximum of 30 days from receipt of the request.

4. Cookies and tracking tools

4.1. The Platform uses cookies that are essential for the proper functioning of the site (authentication, browsing, security).

4.2. Analytical or performance cookies may be used for statistical purposes or to improve the service, only after the explicit consent of the User.

4.3. Cookie settings can be managed directly through the browser or account preferences.

5. Communications et notifications

5.1. Users may receive email communications (application notifications, job reminders, event information).

5.2. They can unsubscribe from the mailing list at any time or limit these mailings via an unsubscribe link in each email.

6. Final provisions

6.1. Contact

For any questions relating to this Policy or the processing of personal data, the User may contact:

MAIL: start.up.connect@hec-espace-entreprise.ch.

ON THE ADDRESS: www.start-up-connect.ch.

6.2. Applicable law and place of jurisdiction

6.2.1. This Privacy Policy is governed by Swiss law.

6.2.2. Any dispute relating to its interpretation or application shall be subject exclusively to the competent courts of Lausanne (Switzerland).

6.3. Updating

6.3.1. This Policy may be amended at any time to take account of legal, technical or organisational developments.

6.3.2. This Policy was adopted on October 10, 2025. It is valid from this date. They are 2 pages long.

6.3.3. The latest version published on the Platform is authentic.