

TERMS AND CONDITIONS

1. ACCEPTANCE

This document (the "Agreement") sets forth the terms and conditions that will apply to your access to and use of this website (the "Website"). Please read this Agreement carefully.

By accessing, viewing or using the Web Site, Users ("you", "you", "User", or "user") agree to be bound by the terms and conditions set forth in this Agreement. If you do not agree to be bound by these terms and conditions, you may not access or use the Web Site.

This Web Site is directed exclusively to persons residing in Chile. Users residing or domiciled in another country who wish to access and use the Web Site shall do so at their own risk and responsibility, and must ensure that such access and/or use complies with the applicable legislation in their country.

2. USER REQUIREMENTS

The Web Site and related services are offered to Users who have the legal capacity to enter into legally binding contracts under applicable law.

Minors are not authorized to use the Web Site. If you are a minor, please do not use this Website.

3. LICENSE

RH hereby grants the User a limited, non-exclusive, non-transferable, non-assignable and revocable license to view and download, on a temporary basis, a copy of the content offered on the Website, solely for the User's personal use or within your company, and never for commercial purposes.

All material displayed or offered on the Website, including, but not limited to, artwork, documents, text, images, sound, video, audio, illustrations, software and HTML code (collectively, the "Content"), is the exclusive property of RH or the companies providing such material.

The Content is protected by Chilean, U.S. and international copyright laws, as well as other applicable intellectual property rights laws, regulations and standards. Except as otherwise expressly provided in this agreement, and/or unless otherwise expressly permitted by law, the User may not (i) use, copy, modify, display, display, remove, distribute, download, store, reproduce, transmit, publish, sell, resell, adapt, reverse engineer, or create derivative works from the Content. You also may not (ii) use the Content on other Web sites or in any media, such as in a networked environment, without RH's prior written permission to do so.

All trademarks, service marks and logos ("Marks") displayed on the Website are the exclusive property of RH and their respective owners.

The User may not use the Marks in any way without the prior written permission of RH and the respective owners.

4. INFORMATION PROVIDED BY THE USER

The Website provides the User with a forum for obtaining employment and career information. By providing or entering information on the Website ("User Information"), User grants RH a perpetual, non-exclusive, irrevocable, royalty-free license and right, for the maximum time permitted by applicable law, but imposes no obligation to, use, copy, modify, display, distribute, download, store, reproduce, transmit, publish, sell, resell, adapt or create derivative works in whole or in part from, the User Information, in any manner or form. User acknowledges and agrees that RH is only a passive forum through which users may obtain employment or professional information. RH does not verify or monitor User Information. Accordingly, RH makes no representations or

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warranties as to the reliability, accuracy, completeness, validity or truthfulness of the Information submitted by Users.

RH reserves the right, at its sole discretion, to remove, delete, withdraw, refuse to reflect or block any User Information that RH deems to be unacceptable. In the event that RH receives any notice of the unacceptability of any information provided by Users, RH may, in its sole discretion, investigate such information.

User acknowledges and agrees that RH may retain copies of User Information, and may disclose such information to third parties as it deems necessary to:

- (i) protect the integrity of the Website;
- (ii) protect the rights of RH;
- (iii) comply with a court order;
- (iv) comply with any legal process;
- (v) enforce RH's rights and remedies under this Agreement; and
- (vi) comply with any request regarding infringement of third party rights.

6. USE OF THE SITE AND SPECIFIC OBLIGATIONS

In addition to the general obligations set forth in Article 5, the User shall:

- (a) use the Website solely for the legally permitted purposes of seeking employment and gathering professional information;
- (b) provide and maintain the personal data comprising the User Information in a complete, correct, updated and truthful manner;
- (c) to send only material for which the User has the corresponding rights or license to do so;
- (d) use its own judgment, caution and common sense in handling employment opportunities and information obtained through the Web Site; and
- (e) assume the risk of relying on content, or using information, provided by third parties.

7. LINKS TO THIRD PARTY WEB SITES

The Website may contain links, such as hyperlinks or hyperlinks, which indicate access to third party websites (the "Related Sites"). Although RH reviews third party material and only permits the inclusion of Related Sites that, to the best of its knowledge, do not violate applicable law, RH cannot control or monitor the Related Sites and, accordingly, will not assume any responsibility for the accuracy, safety or reliability of the material, information or content included in such Related Sites.

The inclusion of the Related Sites on the Web Site does not imply any relationship or association between RH and the owner of the Related Sites or any endorsement or promotion by RH of such Related Sites. RH is providing the Related Sites only as a convenience to the User. You are solely responsible for accessing the Related Sites.

You should use your own good judgment, caution and common sense when disusing the Related Sites and, to that end, we recommend that you review the terms of use and privacy terms governing such Related Sites. RH reserves the right to remove from its Web Site any Related Sites that it has actual knowledge are infringing third party rights and/or whose content violates applicable law, or if required to do so by a court order or administrative regulation.

Links to our website are not permitted without the express prior written permission of RH. The User may not, either alone or in collaboration with others, expand, modify, replace, amend or limit, in whole or in part, the information provided on our website or the functional applications thereof. In addition, the User may not, either alone or in collaboration with others, create or install links from its own website or from third party

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websites, to this website (whether by hypertext links, deep-linking, framing, by code or otherwise), in whole or in part, without the prior written consent in this regard by RH.

8. COOKIES

What are cookies?

We use cookies on this website. Cookies are text files containing small amounts of information, which are downloaded to your computer or mobile device when you visit a website. At each new visit to the same page, the stored data is retrieved by the origin server. They are useful because they allow a website to recognize the user's computer. Cookies cannot transmit viruses and do not harm your computer.