

PRIVACY POLICY OF AKINDRA TALENTS S.R.L.

The privacy of personal data is an important concern for AKINDRA TALENTS S.R.L. We want to inform you about how we process your personal data in the context of using our website. We comply with the requirements of the General Data Protection Regulation (EU Regulation 2016/679). We have implemented organizational and technical procedures and measures to ensure the confidentiality, integrity and availability of personal data.

We will collect the information you send us when you contact us via email or when we contact you. Specifically, these personal data include your first name, surname, phone number and email address.

Any personal data you send us via email will be retained based on your consent obtained via email. We will keep a record of the correspondence with you and also we will save your CV for one year. After that we will contact you to confirm us whether you agree to retain it for one more year and for this we need your consent for the mentioned purpose - future potential employment opportunities extended for one more year.

If we have your CV from LinkedIn platform or if you sent it via email to apply for a new job, we will collect the personal data mentioned in your CV. Thus, your CV will be automatically saved in our database. You can opt out of the recruitment process at any time or withdraw your consent at any time.

Your personal data will be collected to respond to your inquiries, communicate with you and recruit for any position that matches your qualifications and experience.

Using your personal data is necessary to pursue our legitimate interests in achieving the purposes outlined above and to fulfill our legal obligations, such as providing information to authorities, government agencies a.s.o. Some data may be processed based on your prior consent obtained via email when you opt for recruitment.

We do not make decisions based on automatic processing. We are available to assist you via our email address hello@akindra.ro

The retention period for your personal data depends on the purpose of processing. The criteria used to determine the applicable retention period are:

- As long as necessary to achieve our legitimate interests;
- During our collaboration with you;
- For the period you have given your consent;
- For the period required by applicable laws regarding the retention of personal data.

The processing of your personal data is for recruitment purposes and you have the opportunity to provide your consent by checking the corresponding box on our website for this purpose. This includes recruitment for any position matching your qualifications and experience.

If you no longer wish to be involved in a specific recruitment process, you can email us at hello@akindra.ro to request this, mentioning the recruitment processes you no longer wish to participate in. In this case, your personal data will remain in our database for potential future recruitment processes, if you still agree and if you do not completely withdraw your consent.

If you wish to withdraw your consent, you can email us at hello@akindra.ro to request this. The consequence of withdrawing consent is the deletion of your personal data stored in our database including data collected from your CV or other recruitment-related data. Withdrawal of consent does not affect the legality of processing carried out based on the consent given before its withdrawal.

Recipients of Personal Data

The recipients of personal data are AKINDRA TALENTS S.R.L. or our collaborators. Government authorities are also recipients of personal data and can have access to your data. When necessary we send them the data in order to fulfill our legal obligations.

Storage and Collection of Personal Data

Personal data is stored on servers located within EEA member states. Collection occurs through email exchanges.

Security of Personal Data

Collected personal data is secured. To prevent unauthorized access or disclosure we have implemented appropriate technical and organizational procedures and measures to protect the information we collect.

Your Rights Regarding Personal Data

Under data protection laws you have the following rights:

- **Right of Access:** You can request confirmation of whether your personal data is being processed.
- **Right to Rectification:** If you can prove that personal data we hold is inaccurate, you can request corrections.
- **Right to Erasure (Right to Be Forgotten):** You can request the deletion of your personal data unless required by law to retain it.
- **Right to Object:** If processing is based on our legitimate interest you may object.
- **Right to Restrict Processing:** In certain cases, you can restrict processing.
- **Right to Data Portability:** You can request your personal data to be transferred to another operator/controller.
- **Right to Withdraw Consent:** At any time, without affecting the legality of prior processing.

You can exercise these rights by submitting a written request to AKINDRA TALENTS S.R.L., Olimpia Business Center, Calea Dorobanților no. 98-100, 1st Floor, Cluj-Napoca, Cluj County or via email at hello@akindra.ro.

We will get back to you shortly and no longer than 1 (one) month. Sometimes it is necessary more than 1 (one) month so the initial period can be extended to another 1 (one) month when necessary depending on specific cases, complexity and the large number of requests.

At the same time you have the right to submit a complaint to the responsible Authority in Personal Data Protection (www.dataprotection.ro).

For any information and clarifications contact us at AKINDRA TALENTS S.R.L., Olimpia Business Center, Calea Dorobanților no. 98-100, 1st Floor, Cluj-Napoca, Cluj County or via email at hello@akindra.ro , mentioning Data Protection.