



RECRIGHT.COM WEBSITE PRIVACY POLICY

General

In order to give you the best possible service, we may need to collect and process certain personal data about you. However, we respect and value your privacy and we are committed to protect it. This privacy policy contains information about what personal data we collect, what are the key principles of processing the data and what rights you have relating to your personal data.

RecRight processes your personal data in compliance with this privacy policy and applicable laws, so we ask you to read this policy carefully. We may do updates to this privacy policy from time to time associated with development of our business operations or changes in applicable laws.

By using our services and website or contacting us, you accept that we process your personal data according to this privacy policy. If you do not accept these terms, it is likely that we cannot provide any services to you.

For what purposes is personal data collected and used?

We collect, store and process your personal data only for predefined purposes. The main purposes for processing personal data are:

- providing RecRight video recruitment service to our recruiting customers
- fulfilling our contractual obligations towards these customers
- targeting our services to you.

What data you collect about me and from which sources?

We collect personal data about you mainly from yourself when you contact us or use our services. We also collect personal data about our website visitors with services such as Google Analytics, Hotjar, Zendesk, and Hubspot so that we could analyze our service use and develop it further.

Typically we may get following personal data directly from you:

- name, phone number, email address, IP address

With your consent we may also process:

- Any publicly free information such as LinkedIn profile data or any other social media data that is available anyway.

What is the basis for processing your personal data?

We make sure that we always have a legal basis to process your personal data. We may process your data on a several different basis. Firstly, we may process your data to fulfill and execute a contract and to meet legal obligations. Secondly, we may process your data also to further our legitimate interests, which are the offering of RecRight services and operating and developing our business. Some personal data we may process based on your consent.

Who processes my personal data and is it transferred to anyone else?

Primarily your personal data is processed by people within our organization. We may also outsource some parts of the processing to third parties, such as the data systems used to store and process personal data. In these situations, we make sure with contracts and otherwise that the confidentiality of your personal data is secured and data is otherwise processed lawfully. We may also disclose information to fulfill our other contractual or legal obligations or when a legal authority requires a disclosure. We may also disclose your personal data if we are a party of a business sale, such as a merger or an acquisition.

Is my data transferred outside the EU?

By default, your data is not transferred outside the EU unless recruiting customer is located outside the EU. Possible transfers would concern only such situations, where some of the servers where our data is stored would be located outside of the EU or the data would be processed outside EU to fulfill technical support. If this would happen, we would make sure that your data is transferred and processed in a legal manner with adequate safeguards.

How long is my data stored?

We will not store your personal data for longer period than is necessary for its purpose or required by contract or law. The default storing time is two years. The storage times for personal data however may vary based on its purpose and the situation. We also intend to keep your data up to date.

How is my data stored and kept secure?

Your data is stored on the servers provided by our service providers, which are secured according to general industry standards and practices. We consider and keep your personal data confidential and do not disclose them to anyone else than those who need it for their work or confidentially to our customers based on contracts we have made with them. Access to your personal data has been protected with user-specific logins, passwords and user rights.

If you have saved your personal data to RecRight video recruitment service, the sole purpose of processing the data is to fulfill recruitment needs of our customers or their



customers. If you have applied to us (RecRight), only our recruiting team will access your personal data.

RecRight, as service provider, is responsible for technical and secure protection of personal data. RecRight reserves the right to process personal data for technical support purposes. RecRight technical support staff has signed a non-disclosure agreement, and commits to process personal data securely, with diligence, and only to fulfil its customer support duties.

Is it mandatory to provide personal data? What happens if I don't give it to you?

If you don't provide us some of your personal data or allow processing of it, it is very likely that we cannot serve you and fulfil the purpose of our business. If you don't want us to process your data, we ask you to not provide us any personal data.

Does your website use cookies and what are those?

We use cookies on our website to provide the best possible user experience for our website visitors. Cookies are small text files that are placed on a web user's computer and are designed to hold a modest amount of data particular to a user and a website. Cookies give us information how users use our website. We may use cookies to develop our website and services, analyze website use as well as target and optimize marketing efforts. If you do not wish to receive cookies, you may set your web browser to disable them. Please note that most browsers accept cookies automatically. If you disable cookies, you should understand that certain services at our website may not function correctly. No personal data is stored in these cookies.

What rights do I have relating my personal data?

Withdraw your consent

If we process personal data based on your consent, you can at anytime withdraw your consent by notifying us by sending a request to:

<https://support.recright.com/hc/en-us/requests/new>

Access to data

You have the right to have confirmed if we are processing your personal data and also to know what data we have about you. In addition, you have right to some supplemental information described in the law about the processing activities.

Right to have errors corrected

You have the right to request that we correct any inaccurate or outdated personal data we have about you.

Right to prohibit direct marketing

You have the right to request that your personal data is not processed for direct marketing purposes by sending a request to: <https://support.recright.com/hc/en-us/requests/new>

Right to object processing

If we process your personal data based on public interest or our legitimate interest, you have the right to object processing of your data, to the extent that there is no such significant other reason that would override your rights or the processing is not necessary for handling legal claims. Please notice that in this situation we may not be able to serve you anymore.

Right to restrict processing

In certain situations, you have the right to require that we restrict processing of your personal data.

Right to data portability

If we process your personal data based on your consent or fulfilling of a contract, you have the right to require transfer of the data you have provided to us to another services provider in electronic format.

How can I use my rights?

You can execute and use your rights by sending a request to: <https://support.recright.com/hc/en-us/requests/new>. In such case, we ask you to provide us your name, contact details, phone number as well as a copy of valid personal ID, such as a driver's license or passport, so we can verify your identity. If you consider that the processing of your personal data is not lawful, you can always also make a notification to a supervisory authority.

Can this privacy policy be updated?

We may make updates to this privacy policy when our operations change or develop. Also changes in law may make it necessary to update this privacy policy. The changes become valid once we have published them in the form of an updated privacy policy. Therefore, please visit this page and read this privacy policy from time to time.

Who can I contact in privacy matters?

Contact details:

RecRight

Töölönlahdenkatu 3B, 00100 Helsinki, Finland

Support (at) recright.com (<https://support.recright.com/hc/en-us/requests/new>)