

# Privacy Policy

We care about the security of your data and want you to feel comfortable while using our services. Therefore, below we present the most important information regarding the processing of your personal data and the use of cookies on our platform. This information has been prepared in accordance with the principles set out in the General Data Protection Regulation (GDPR).

**Last update:** May 20, 2023

## Definitions used in this document:

**Administrator**, also referred to as the **Personal Data Administrator** - RESOFT Dominik Wawrzyńczak, ul. Długa 46, 42-260 Zawada, Tax Identification Number (NIP): 7773394105, hi@talents.exchange.

**Service** - the website <https://talents.exchange>.

**User** - any individual visiting the Service.

**Anonymous User** - any individual browsing the Service without being logged into a user account.

**Registered User** - any individual who has created a user account on the Service.

**Cookie** - a small file stored by us in your browser; it contains data that allows for the restoration of your preferences and the recognition of being logged into your account on the Service during subsequent visits.

**System Log** - a detailed record of connections established by Users with the Service. It primarily contains Users' IP addresses and the URLs of visited pages.

**IP Address** - a unique number typically associated with every computer connected to the Internet. An IP address can be permanently linked to a specific computer (static) or assigned to it for a particular connection (dynamic).

## Why do we process personal data?

1. To provide services for Anonymous Users. According to the GDPR, we may process your data to the extent necessary for the performance of the agreement concluded with us as a visitor to the Service. Therefore, we collect information about your IP address in the System Log, store essential settings in Cookies, and cooperate with Cloudflare and Facebook to enable smooth use of the Service. In the further part of the Privacy Policy, we will present you with a complete list of companies to which we transmit your data.
2. To manage accounts of Registered Users. As a user with an account on the Service, you entrust us with your email address, name and surname (or pseudonym). You also have the option to add a profile picture, website, and a few words about yourself to your profile. All this information (except for the email address) will be publicly available on your user page, as well as in the articles, galleries, and news items you add to the Service. The nature of this data depends solely on you, and you can change or delete it at any time. The legal basis here, similar to point 1, is the actions necessary for the performance of the agreement with you.
3. To contact you. Your email address may be obtained during registration, use of the contact form, or when you send us an email. We will use it solely for the purpose of initiating or continuing direct correspondence, not for marketing purposes. The legal basis for data processing in this case is the legitimate interest of the Administrator and the actions necessary for the performance of the agreement.
4. To send newsletters. If you wish to subscribe to our newsletter and give consent to receive marketing messages (your consent is the legal basis for further actions), we will send you a list of the latest content on the Service to your email address. We will not use the acquired addresses to send other marketing content.

We explicitly state that we do not use personal data for advertising profiling. We respect your privacy.

## Do I have to create an account on the Service?

There are two groups of users using our Service:

**Anonymous Users** - anyone who visits our website can access all its areas without registration, read and use its resources.

**Registered Users** - after registering, users gain the ability to independently publish articles, news, and galleries on our Service. During registration, we will ask you to provide your personal data, as well as non-personal data covered by this Privacy Policy.

## What are my rights as a user?

According to the provisions of the GDPR, each User has the following rights:

The right to request information about the storage of data.

The right to rectify data.

The right to erase data.

The right to restrict processing.

The right to object to processing.

The right to data portability.

The right to lodge a complaint with a supervisory authority.

The exercise of these rights is possible by submitting a relevant request via email to [hi@talents.exchange](mailto:hi@talents.exchange). This request should be formulated specifically and clearly to enable the Administrator to take immediate action. If the Administrator requires additional information, they will contact the sender for clarification.

## Who do we cooperate with?

Here is a list of systems integrated with our Service:

**Hetzner.com** (GDPR-compliant) - hosting provider where we store Service files and data of Registered Users. It is a trusted and secure partner.

**Cloudflare** (GDPR-compliant) - a proxy service that mediates between the hosting and the user. It accelerates and secures your communication with the Service. As an intermediary, Cloudflare has access to a portion of the transmitted data. It proactively prevents attacks on the Service and safeguards against information leaks. It uses servers in Europe, but some data may be transferred to servers in other parts of the world, primarily the USA.

**Facebook** (GDPR-compliant) - provides a contact form through which you can quickly get in touch with us. It acts as the Personal Data Administrator. It operates independently of our Service, and we do not transfer any data that could identify you to them.

**ConvertKit** (GDPR-compliant) - handles our newsletter. It operates in the USA, so your email address will be transferred outside the EU.

## How long do we retain personal data?

We keep the data of Registered Users until they deactivate their accounts on the Service.

The data of newsletter subscribers remains in the database until they unsubscribe.

## What if I do not want to consent to data processing?

If you wish to limit the processing of data on the Service to a minimum, we recommend visiting it as an Anonymous User with the Do-Not-Track header set in your browser.

How to enable this header?

In the Chrome browser, visit advanced settings and select "Send a Do Not Track request with your browsing traffic."

In the Firefox browser, in the configuration under the "Privacy & Security" tab, choose "Always" for the setting "Tell websites that I do not want to be tracked."

## Cookies Policy

In the Service, we use Cookies for the following purposes:

**Storing session information** (without this, login for Registered Users will not work).

**Handling the cookie consent message** (this lets us know that it has been read and does not need to be shown again).

## Do you have any questions or comments?

As the administrators of the Service, we are open to any opinions, comments, and questions regarding the confidentiality of information. You can contact us electronically by sending an email to [hi@talents.exchange](mailto:hi@talents.exchange).