

Privacy Policy for Sellma Talent Ab and Sellma Talentpool

Introduction

At Sellma Talent, we value your privacy and are committed to protecting the personal information you share with us. This Privacy Policy outlines how we collect, use, and safeguard your data when you interact with our services, including our Talentpool.

Information We Collect

We only collect the following personal information:

- Name: To identify you within our Talentpool.
- Email Address: For communication purposes and invoicing.
- Birth Information: Including date, time, and location of birth. This information is solely used to generate your Human Design chart.

Information Related to B2B Clients

For our B2B clients, we may collect additional information, such as:

- Company Name: For identification and contractual purposes.
- Business Contact Information: Including names, emails, and phone numbers of representatives.
- Payment Information: For billing and invoicing purposes.

We use this information exclusively for managing our business relationships, fulfilling contractual obligations, and providing our services. This data is handled with the same level of security and confidentiality as other personal information outlined in this policy.

Legal Basis for Processing Data

We process your personal data based on the following legal grounds:

1. Consent: For collecting and using birth information to generate Human Design charts and for collecting contact information for matchmaking.
2. Contractual Necessity: For managing B2B relationships and fulfilling our obligations.
3. Legitimate Interest: To communicate updates, improve our services, and maintain business operations.

Explicit Consent

We require your explicit consent to collect and process sensitive personal data, such as birth information. You may withdraw your consent at any time by contacting us.

How We Use Your Information

We use your personal information exclusively for:

1. Birth information: Generating Human Design charts to support talent development and self-awareness.
2. Email: Communicating relevant updates, opportunities, or information about our services as well as for billing and invoicing.
3. Personal information: for matching talents with job opportunities and vice versa.

Information Sharing

We may share your personal information (e.g., name, email, and other relevant details) with companies seeking talent, but only with your explicit consent. This allows us to connect you with potential job opportunities. When you buy a

talentprofile, the AWAKEN service, you consent to us sharing and selling your contact information with employers and companies that are interested in your profile.

Your birth information will not be shared with third parties under any circumstances and is only used to guide you in your career and for creating your talent profile.

We ensure that all companies receiving your data adhere to GDPR and maintain strict confidentiality. If you do not wish for your contact information to be shared, you can opt out by contacting us at sellmatalents@gmail.com. In that case, you can not be a part of our talentportal and will therefore be deleted.

Data Security

We take appropriate technical and organizational measures to protect your personal information against unauthorized access, alteration, disclosure, or destruction. This includes secure storage and limited access to data.

Data Retention

We retain your personal information as follows:

- For Talents: Data will be retained for six months unless you prolong your subscription. Alternatively, your data will be retained until you inform us that you have found a new job. As a talent, you are required to inform us if you no longer are available for new job opportunities. After that, we delete your contact and birth information and delete your profile on the talentpool.
- For B2B Clients: Data will be retained as long as you remain our customer. After that, data will only be retained with your explicit consent.

Data Breach Notification

In the event of a data breach, we will:

1. Notify affected individuals without undue delay if there is a high risk to their rights and freedoms.
2. Notify the relevant supervisory authority within 72 hours of becoming aware of the breach.

Your Rights

You have the right to:

- Access the personal information we hold about you.
- Request corrections to any inaccuracies in your data.
- Request deletion of your data, subject to legal or operational limitations.
- Restrict processing of your data.
- Lodge a complaint with Finland's Office of the Data Protection Ombudsman. To learn more about your rights, please visit tietosuoja.fi.

To exercise these rights, please contact us at sellmatalents@gmail.com

Changes to this Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in our practices or for other operational, legal, or regulatory reasons. We will notify you of significant changes through our website.

Use of Tracking Technologies and Marketing

META Pixel and Analytics Tools

We use tracking technologies, such as the META pixel, to improve our marketing efforts and provide personalized experiences. These tools help us understand how users interact with our website and services by collecting anonymized or aggregated data. The information collected may include:\n\n- IP addresses\n- Browser and device information\n- Interaction data, such as clicks or time spent on pages

This data is used for:\n\n- Monitoring the effectiveness of our marketing campaigns\n- Retargeting and delivering relevant advertisements on platforms like Facebook or Instagram

Consent for Tracking

When visiting our website, you will be asked to consent to the use of cookies and tracking technologies. You can withdraw or modify your consent at any time through your browser settings or our cookie management tool.

Marketing Communications

With your explicit consent, we may use your email address to send marketing materials, such as updates on new features, job opportunities, or special offers. You can opt out of receiving these communications at any time by clicking the “unsubscribe” link in our emails or contacting us directly.

Information Sharing for Marketing

We do not share personally identifiable information collected through tracking technologies with third parties without your explicit consent. Aggregated or anonymized data may be used for business insights and performance reporting.

Contact Us

If you have any questions or concerns about this Privacy Policy, please contact us at:

Sellma Talent Email: sellmatalents@gmail.com

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