

Privacy Policy

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1. BASIC INFORMATION

Ivy Technology and all its affiliated entities ("Company" or "We") respect your privacy and are committed to protecting it through our compliance with this policy. This policy describes the types of information we may collect from you or that you may provide when you visit and/or use the <https://ivytech.com> website (hereafter "Website") and our practices for collecting, using, maintaining, protecting, and disclosing that information. You will also find information on how we process your personal data as part of our business relationship with us. The term "personal data" includes any data that can be used to personally identify you. The term "GDPR" refers to Regulation (EU) No. 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of personal data.

Information about the responsible party ("Controller")

The data Controller is the natural or legal person who, alone or jointly with others, decides on the purposes and means of the processing of personal data (e.g. names, email addresses, etc.). The Controller of personal data processed on this website and as part of some other relationships is:

Ivy Technology, LLC

11201 Electron Dr Louisville, KY, 40299-3827 United States

In individual cases, such as if the agreement is signed with another affiliate in an Ivy group, the other entity will be the Controller or joint Controller. The details of the processing of your personal data will then be provided to you separately, in an appropriate manner in accordance with applicable regulations.

Our locations are available at this address: <https://ivytech.com/about-ivy/ivy-sites>

Data Protection Officer

We ensure that personal data is physical, technical and organisationally protected against accidental or intentional destruction, accidental loss, alteration, unauthorised disclosure, use or access, in accordance with all applicable laws.

We have appointed a Data Protection Officer for our entire group. You can contact with him via e-mail at: privacy@ivytech.com.

You can also use our [contact form](#) choosing “Personal data” as a Subject and “Data Privacy Officer” as a Site.

To facilitate the exercise of your rights and to better communicate with you regarding your personal data, we have appointed local coordinators that you can contact:

Europe: privacy-europe@ivytech.com

Asia: privacy-asia@ivytech.com

North America: privacy-northamerica@ivytech.com

South America: privacy-southamerica@ivytech.com

This policy applies to information we collect:

- on our Website,
- in email and other electronic messages between you, our Website and/or Company,
- when you interact with our applications on third-party websites and services, if those applications or advertising include links to this policy,
- as part of our business and business cooperation with us.

It does not apply to information collected by:

- us offline or through any other means, including on any other website operated by Company or any third party; or
- any third party, including through any application or content that may link to or be accessible from or on the Website.

Please read this policy carefully to understand our policies regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Website. By accessing or using this Website, you agree to this privacy policy. This policy may change from time to time. Your continued use of this Website after we make changes is deemed acceptance of those changes, so please check the policy periodically for updates.

2. DATA PROCESSING ON THIS WEBSITE

Children Under the Age of 13

Our Website is not intended for children under 13 years of age. No one under age 13 may provide any personal information to or on the Website. We do not knowingly collect personal information from children under 13. If you are under 13, do not provide any information on this Website or on or through any of its features/register on the Website, or provide any information about yourself to us, including your name, address, telephone number, email address or username you may use. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at privacy@ivytech.com

Information We Collect About You and How We Collect It

We collect several types of information from and about users of our Website, including information:

- by which you may be personally identified, such as name, postal address, email address, telephone number, social security or national ID number, birthday or any other information the Website collects that is defined as personal or personally identifiable information under applicable Law ("personal information");
- that is about you but individually does not identify you, such as education or employment background or any other personal background information provided via our Website as part of the application and/or hiring process; and/or
- about your internet connection, the equipment you use to access our Website and usage details.

We collect this information:

- directly from you when you provide it to us,
- automatically as you navigate through the Site, information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and/or other tracking technologies,
- from third parties, for example, our business partners.

Information You Provide to Us

The information we collect on or through our Website may include:

- information that you provide by filling in forms on our Website. We may also ask you for information when you report a problem with our Website,
- records of your correspondence (including email addresses), if you contact us,
- your responses to surveys that we might ask you to complete for research purposes,
- your search queries on the Website.

You also may provide information to be published or displayed (hereinafter, "posted") on public areas of the Website, or transmitted to other users of the Website or third parties (collectively, "User Contributions"). Your User Contributions are posted on and transmitted to others at your

own risk. Although we limit access to certain pages and/or you may set certain privacy settings for such information by logging into your account profile, please be aware that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of other users of the Website with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Website, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- details of your visits to our Website, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Website,
- information about your computer and internet connection, including your IP address, operating system, and browser type.

The information we collect automatically may include personal information, or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Website and to deliver a better and more personalized service, including by enabling us to:

- estimate our audience size and usage patterns,
- store information about your preferences, allowing us to customize our Website according to your individual interests,
- speed up your searches,
- recognize you when you return to our Website,
- improve your future Website usage.

The technologies we use for this automatic data collection may include:

- Cookies (or browser cookies). A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, you may be unable to access certain parts of our Website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website.

- Flash Cookies. Certain features of our Website may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigation to, from, and on our Website. Flash cookies are not managed by the same browser settings as are used for browser cookies.

- Web Beacons. Pages of our the Website and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).

We do not collect personal information automatically, but we may tie this information to personal information about you that we collect from other sources, or you provide to us.

Third-Party Use of Cookies

Some content on the Website is served by third parties such as servers, content providers, and application providers. These third parties may use cookies alone or in conjunction with web beacons or other tracking technologies to collect information about you when you use our Website. The information they collect may be associated with your personal information, or they may collect information, including personal information, about your online activities over time and across different websites and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content. We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted Content, you should contact the responsible provider directly.

List of cookies we use

Cookie name	Provider	Cookie type	Expires	Description
APISID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
HSID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
NID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
SAPISID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
SEARCH_SAMESIT	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
SID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
SIDCC	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
SSID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-1PAPISID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-1PSID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-1PSIDCC	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-3PAPISID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-3PSID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-3PSIDCC	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
__Secure-ENID	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
_ga	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
_ga_SQVZT24ZSJ	Google *	Analytic, Marketing.	30 days - 1year	It is used to identify unique user.
_GRECAPTCHA	Google *	Recaptcha	6 months	Recaptcha security function
XSRF-TOKEN	Ivytech site	security	1 hour	Cross site scripting security function
ivytech_session	Ivytech site	default technology	1 hour	Site session id, required to load the page

cms-cookie-authorize	Ivytech site	cookie policy	1 year	User accepted the cookie policy
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* Google reserves the right to continuously and dynamically change the list and functions of cookies!

Contact Form

If you use our contact form, the information you provide in the contact form, including any contact details, will be processed by us for the purpose of responding to the message sent through this form and/or performing the actions you have requested and/or for the purposes specified in separate consents. Where applicable, the data may be used to assert or defend against legal claims. We will not share this information without your consent. The information you have entered the contact form will remain with us until you ask us to delete the data, revoke your consent or the purpose for which the information is being archived no longer exists (e.g. after we have responded to your request). This shall be without prejudice to mandatory legal provisions, in particular retention periods.

How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- to present our Website and its contents to you,
- to provide you with information, products, or services that you request from us,
- to fulfil any other purpose for which you provide it,
- to carry out our obligations and enforce our rights arising from any contracts entered between you and us, including for billing and collection,
- to notify you about changes to our Website,
- to allow you to participate in interactive features on our Website,
- to notify you about the status of your job application,
- in any other way, we may describe when you provide the information,
- for any other purpose with your consent.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction. We may disclose personal information that we collect, or you provide as described in this privacy policy:

- To our subsidiaries and affiliates.
- To contractors, service providers, and other third parties we use to support our business and who are bound by contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.

- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Ivy's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Ivy about our Website users is among the assets transferred.
- To fulfil the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including responding to any government or regulatory request.
- To enforce or apply our terms of use and other agreements.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Ivy, our customers, or others.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- Tracking Technologies and Advertising. You can set your browser to refuse all or some browser cookies or to alert you when cookies are being sent. To learn how you can manage your Flash cookie settings, visit the Flash player settings page on Adobe's Website. If you disable or refuse cookies, please note that some parts of this Site may then be inaccessible or not function properly.

Google Analytics

This website uses Google Analytics. It helps us understand user experiences on our website and make appropriate optimizations based on the collected information. The provider of this service is Google LLC, located at 1600 Amphitheatre Parkway, Mountain View, California 94043, USA. Google Analytics helps us understand how visitors interact with our website by collecting data such as the pages visited, time spent on the site, operating system used, and user location. This information is linked to your device, not to a personal user ID. Additionally, Google Analytics tracks activities like mouse movements and clicks. It also uses machine learning and technologies like cookies or device "fingerprinting" to analyze behavior patterns. In accordance with the transnational nature of data flows, this service may transfer your data outside the country in which you are currently located. The data collected is usually sent to and stored on Google servers in the United States. We use these services based on your consent, which you can withdraw at any time. If you are subject to European Union law, Google's data protection is ensured by the relevant "EU-US Data Privacy Framework" (DPF) certification, which has been determined by the European Commission in accordance with Article 45 of the GDPR that Google provides an adequate level of protection. The protection is also provided by the Standard Contractual Clauses used along with appropriate safeguards (m.in. data encryption). Details can be found here: <https://privacy.google.com/businesses/controllerterms/mccs/>. For more information about DPF, you

can verify the provider at the following link:

<https://www.dataprivacyframework.gov/participant/5780>.

Job Application Submission Service

We provide a job application function on our website. Using special forms, you can apply for a job at one of our locations. We make every effort to ensure that your data is processed in accordance with current data protection legislation and all other relevant regulations and standards.

We process all personal data obtained in the context of applying for a position for the purpose of deciding on an employment relationship or entering a contract. Within our company, your personal data will only be shared with authorized people appointed to handle recruitment. If your application results in employment, the data you provide will be archived in our systems for the purpose of the employment relationship. If employment does not take place, we reserve the right to store the data you have provided based on our legitimate interests for up to 1 month after the end of the recruitment process. The storage serves primarily as evidence in the event of a legal dispute. After this period, the documents and data will be deleted, unless the data prove to be necessary in the context of an announced or ongoing legal dispute (deletion will take place as soon as the legal grounds cease to exist). Longer data retention may also take place if you have given your consent or if deletion is not possible due to statutory retention requirements. Please note that, depending on local regulations, the scope and purpose and the stated processing periods may differ from those listed above. Detailed information on the processing of your data will always be provided by the entity with whom the contract is to be concluded - this information is presented in the application form.

Your California Privacy Rights

Ivy is not in the business of selling your information. Nevertheless, pursuant to California Civil Code Section § 1798.83, we are notifying you that California residents have the right to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to privacy@ivytech.com

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. Here are some of them:

- For security reasons and to protect the transmission of confidential content, such as orders or inquiries that you send to us as the website operator, this website uses SSL encryption. You can recognize an encrypted connection by the fact that the browser's address line changes from "http://" to "https://" and by the appearance of the lock icon in the browser's address bar. If SSL or TLS encryption is activated, the data you transmit to us cannot be read by third parties.
- Personal data stored in our database is encrypted in such a way that only we, as the operator, have the key to decrypt it. This ensures that your data is protected, even if the database is stolen from our server.
- Our service uses two-factor authentication as an additional layer of protection for logging into the Service.
- We regularly change our administrative passwords.
- We regularly create backups to protect the data.

• An important element of data protection is the regular updating of the software we use to process personal data. This includes regular updates of software components.

The safety and security of your information also depend on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Website, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Website. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Website.

3. INFORMATION ON DATA PROCESSING FOR OTHER PURPOSES

In the table below, we present detailed information on the purpose and basis of the processing of personal data as part of business activities. You will also find information about whether it is necessary to provide personal data and what the consequences of not providing personal data may be.

Type of processing	Purpose of processing and legal basis
Actions to conclude and perform the contract and conduct business:	<ul style="list-style-type: none">• concluding and performing the contract (including for contact purposes, making settlements and payments necessary for its performance) or taking action at your request in order to conclude it (for persons subject to EU regulations: Article 6(1)b of the GDPR) or to contact the contractor's employees for the purpose of performing the contract (for persons subject to EU regulations: Article 6(1)f of the GDPR – the legitimate interest is the performance of the contract), <p>1. archiving data after the performance of the contract (for persons subject to EU regulations pursuant to Article 6(1)c of the GDPR in connection with the provisions of law and pursuant to the Civil Procedure Code). Article 6(1)f of the GDPR for data stored in archives and backup copies – the legitimate interest is to pursue claims or protect against such claims and to ensure data integrity).</p> <p>1. after-sales service, in particular the consideration and implementation of complaints or other claims, conducting the debt collection process (for persons subject to EU regulations: Article 6(1)f of the GDPR – the legitimate interest is the pursuit and defence against claims),</p> <ul style="list-style-type: none">• fulfilling legal obligations resulting from the conduct of business, m.in. tax or civil law, e.g. in the field of accounting and taxes (for persons subject to EU regulations: Article 6(1)c of the GDPR). <p>Providing data is a contractual requirement and/or a condition for concluding a contract, it is voluntary but necessary for the conclusion and performance of the contract. Some processing activities as part of the performance of the contract are regulated by law, their provision is necessary for the performance of the contract.</p>
Contact and correspondence, including by e-mail (by e-mail and using	<ul style="list-style-type: none">• reply to a question asked or a message sent (for persons subject to EU regulations: on the basis of consent - Article 6(1)a of the GDPR),

<p>the contact form on the website)</p>	<ul style="list-style-type: none"> • to send information, including marketing content, if you have consented to this (for persons subject to EU regulations: under Article 6(1)a of the GDPR, • responding to an inquiry regarding an offer or responding to an offer sent to us and the implementation of activities you have requested (for persons subject to EU regulations on the basis of the Article 6(1)b of the GDPR), • to conduct correspondence in connection with the implementation of legal provisions, e.g. in complaint proceedings or exercising your rights, i.e. the right to access data (for persons subject to EU regulations: Article 6(1)c of GDPR). <p>Providing data is voluntary, but necessary to respond, provide the requested content or meet your requests. In some cases, providing data may be a legal requirement, e.g. where we are required to verify the applicant before sharing the data. The consent can be withdrawn at any time by submitting a request through the same communication channel. The withdrawal of consent does not affect the lawfulness of the processing that was carried out before its withdrawal.</p>
<p>Other processing based on consent</p>	<ul style="list-style-type: none"> • for the purposes each time specified in the content of the consent (for persons subject to EU regulations: Article 6(1)a or Article 9(2)a of the GDPR). <p>Providing data is voluntary, but necessary to achieve the purposes specified in the content of the consent. The consent may be withdrawn at any time in the manner specified by the Administrator when obtaining the consent. The withdrawal of consent does not affect the lawfulness of the processing that was carried out before its withdrawal.</p>
<p>Marketing</p>	<ul style="list-style-type: none"> • provide you with the necessary information about related products/features that may support the operation of your organization and/or the service purchased from us, if you are our contractor, until you object to such activities (for persons subject to EU regulations: Article 6(1)f of the GDPR – the legitimate interest is direct marketing), • direct marketing, including the provision of advertisements with the use of telecommunications and ICT technologies (for persons subject to EU regulations: respectively, on the basis of a legitimate interest, which is direct marketing - under Article 6(1)f of the GDPR, or in the scope of advertisements delivered by e-mail, telephone or text message - on the basis of consent - under Article 6(1)a of the GDPR). <p>Providing data is voluntary, but necessary to achieve the purposes specified in the content of the consent or legitimate interests. The consent may be withdrawn at any time in the manner specified by the Administrator when obtaining the consent. The withdrawal of consent does not affect the lawfulness of the processing that was carried out before its withdrawal. You can object to processing based on legitimate interest in accordance with the principles set out in the section "What rights do you have in relation to your data?"</p>
<p>Social media</p>	<ul style="list-style-type: none"> • reply to a question asked or a message sent (for persons subject to EU regulations: on the basis of consent - Article 6(1)a of the GDPR),

	<ul style="list-style-type: none"> • to send information, including marketing content, if you have consented to this (to persons subject to EU regulations under the GDPR. Article 6(1)a of the GDPR), • responding to an inquiry regarding an offer or responding to an offer sent to us and the implementation of activities you have requested (for persons subject to EU regulations on the basis of the Article 6(1)b of the GDPR), • create a user profile and send personalized advertising (for persons subject to EU regulations: Art. 6(1)a of the GDPR). <p>The provision of data is voluntary, but necessary for the implementation of the above-mentioned purposes.</p> <p>To a certain extent, there is so-called joint controllership between us and the providers of social media platforms. This means that together with the providers of these platforms, we are responsible for your personal data and you can exercise your rights under the GDPR against each of the controllers. Details on the rules for data processing in social media can be found in the privacy policies of individual services:</p> <p>LinkedIn Privacy Policy Facebook privacy policy</p>
Recruitment	<ul style="list-style-type: none"> • conducting the current recruitment process (for persons subject to EU regulations on the basis of the Article 6(1)c of the GDPR, including in connection with the provisions of the labour law and pursuant to the Article 6(1)a of the GDPR and Article 9(2)a of the GDPR for data not provided for in the above provisions) and, on the basis of your consent, also in subsequent recruitment of employees, • providing information on the progress of the ongoing recruitment process – on the basis of your consent (for persons subject to EU regulations: Article 6(1)a of the GDPR). <p>Providing data is voluntary, but to the extent specified by law, it is necessary to take part in the recruitment process.</p>
Other processing on the basis of the legitimate interests of the Controller	<p>Your personal data is or may also be processed on the basis of legitimate interests (for persons subject to EU regulations: Article 6(1)f of the GDPR) if the processing is necessary for the following purposes resulting from the legitimate interests pursued by the Controller:</p> <ul style="list-style-type: none"> • internal administration and organization of work, including internal supervision and reporting (the legitimate interest is to ensure the optimal functioning of the company), • ensuring the security of networks and IT processes (the legitimate interest is the protection of people and property) • ensuring the safety of people and property on the premises of our headquarters by means of video surveillance (the legitimate interest is to ensure the safety of people and property).

Recipients of personal data

As part of our business activities, we cooperate with various external entities. In some cases, this also requires the transfer of personal data to these third parties. We only disclose personal data to third parties if this is required in the performance of a contract, if we are legally obliged to do so

(e.g. disclosure to tax authorities), if we have a legitimate interest in the disclosure or if another legal basis permits the disclosure of the data. If any service provider processes your data on our behalf, we only share it based on a valid data processing agreement. In the case of joint processing (co-administration), we enter into appropriate agreements for joint data processing.

The recipients of your personal data may be primarily: companies providing business management software and accounting and office applications, companies providing recruitment management platforms and software, companies providing maintenance or IT services, the company managing our website, company providing hosting services, server infrastructure providers and operating system administrators, providers of plugins, cookies and other technologies on the website, courier companies and/or postal operators, accounting office, bank, companies providing marketing services. If you have given your consent, this may also include: the photo studio, social media platform providers and/or Google.

We also make your personal data available to authorized employees of the Company who perform tasks related to the processing of your data on behalf of the Administrator and to authorized companies belonging to the group of enterprises of which the Administrator is a part. The recipients may also be offices and bodies authorized under the law.

What rights do you have in relation to your data?

You have the right to request from the Controller:

- access to your personal data and receive a copy of it;
- rectify (correct) your personal data;
- delete your personal data in a situation where the processing does not take place in order to comply with an obligation resulting from a legal provision;
- restrict the processing of your personal data;
- transfer your personal data;
- lodge a complaint with the relevant supervisory authority or institutions responsible for the protection of personal data in your country (in particular in the Member State where you live, work or where the data breach occurred) if you consider that the processing of personal data violates the relevant regulations. The right to lodge a complaint applies notwithstanding any other administrative or judicial proceedings available as remedies

You also have the right to object at any time to the processing of your personal data (for persons covered by European Union law based on Article 6(1)(f) GDPR). If you object to the processing of your personal data for the purposes of the legitimate interests pursued by the Controller, your personal data will not be processed by us for this purpose. The reason for this objection must be your particular situation, so when submitting the application, please indicate this special situation. After receiving the objection, we will cease to process your data for the purpose or purposes to which you objected, unless we demonstrate the existence of compelling legitimate grounds for the processing, which override your interests, rights and freedoms, or if we demonstrate grounds for the establishment, exercise or defence of claims.

In order to exercise the above-mentioned rights, please contact the Controller or the person designated to handle topics related to data protection.

Withdrawal of consent to data processing

Unless there is another basis for this, we may process your data if you have given us your consent to this. In such cases, it is clearly indicated. You can revoke the consent you have already given us

at any time. However, this does not affect the lawfulness of any data collection that took place before you revoked your consent.

What are the rules for transferring your personal data outside the EEA?

Except in cases of giving appropriate consent, your personal data is not transferred to recipients in third countries, i.e. outside the European Economic Area (EEA) or to international organizations. If you provide your consent, your personal information may be or will be shared with LinkedIn Ireland Unlimited Company, Meta Platforms Ireland Limited, and Google Ireland Limited (the "Services"). In accordance with the transnational nature of data flows within these Websites, your data is transferred outside the EEA, including to countries for which the European Commission has not found an adequate level of protection.

Data protection for Meta Platforms Ireland Limited and Google Ireland Limited is ensured by the respective certification of compliance with the "EU-US Data Privacy Framework" (DPF), on the basis of which the European Commission has concluded that they provide an adequate level of protection in accordance with Article 45 of the GDPR. In other cases, the protection is primarily the use of Standard Contractual Clauses with appropriate safeguards (m.in. data encryption). For more information on the processing of data on these Websites, please refer to the privacy policies of the Websites. The data is only passed on on the basis of your express consent.

Profiling and automated decisions

Possible profiling activities or automated decision-making based on your personal data are described in the section on the website. In other respects, we do not make automated decisions based on your personal data, nor do we perform profiling on their basis.

How long do we keep your personal data?

We will only retain your personal data for the time necessary to achieve the purposes for which the data was collected or for the period prescribed by law. In relation to data processed on the basis of consent – until its withdrawal. In the case of processing for the purpose of answering a question – for 1 year from the end of the correspondence. In other cases, it will be the limitation period for claims or other periods provided for by law, m.in. for accounting documents it will be 5 years, for contracts with contractors it will be 3 years or other appropriate periods of limitation for claims, for complaint documents – 1 year after the complaint has been settled. Your personal data as part of the recruitment process will be stored for the duration of the recruitment process; After its completion, all application documents will be destroyed within 1 month, and in the case of consent to further recruitment for a period of 1 year or until the consent to their processing is withdrawn. Withdrawal of consent to processing before the end of the recruitment process will prevent further participation in it.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you through a notice on the Website home page. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Website and this privacy policy to check for any changes.

Contact Information

To ask questions or comment about this privacy policy, contact us at privacy@ivytech.com or use our [contact form](#) choosing “Personal data” as a Subject and “Data Privacy Officer as a Site.