

Description of Data Processing regarding candidates

Controller	<p>Haltian Oy</p> <p>Yrttipellontie 1D 90230 Oulu Finland</p>
Contact Information	<p>privacy@haltian.com</p>
Categories of personal data and data subjects	<p>Categories of Personal Data. We process personal data provided by you or collected from publicly available sources (such as your LinkedIn profile):</p> <ul style="list-style-type: none"> • Basic Information, such as name and contact information • Work Experience and application information • Inquiries, such as information related to communication with applicant. <p>In addition, we observe the following information from the usage of recruitment system, including Haltian website:</p> <ul style="list-style-type: none"> • Usage data. When you use services provided us, we may collect usage information such as content of your account, registration log, login/logout, time stamps of usage activities, including how you open and close communication sent by us. • Cookies. When you browse our websites, we collect your cookie-related data including advertising identifier. <p>The categories of data subjects are the following:</p> <ul style="list-style-type: none"> • Candidates including applicants for open positions.
The legal basis and purposes of the processing	<p>Legal basis.</p> <p>Legitimate Interest. We process your personal data for the following purposes based on legitimate interests pursued by us:</p> <ul style="list-style-type: none"> • Analyzing candidate information for the purposes of recruitment • Analytics and development purposes. This also enables us to understand our candidates and to improve the recruitment process. • Marketing purposes, including communicating with you about our offerings, conducting sales promotions, and other marketing campaigns such as open positions in the certain field. • Information security purposes, including detecting or preventing various types of misuse of services. • Electronic Direct Marketing and communication via email. We may send you electronic direct marketing, such as newsletters, promotions about new products as well as information about user surveys and trials, by email. You can opt-out such electronic direct marketing or communication at any time free of charge by clicking on the “unsubscribe” link included in our newsletters, adjusting the settings of your user account, or by contacting us directly. <p>Purposes.</p> <ul style="list-style-type: none"> • Recruitment • Analyzing and improving recruitment and recruitment related processes

	<ul style="list-style-type: none"> • Marketing and communications • Information Security and prevention of misuse
Sharing of personal data	<ul style="list-style-type: none"> - Our third-party vendors, who provide us with cloud-based IT and support. All such third parties are operating under contract and acting on behalf of us. - Competent authorities. When required in response to a legal process or request from a competent authority according to applicable laws or in connection with a legal proceeding or process. - Mergers, acquisitions, or sale of assets. When required as part of a merger, acquisition, sale of assets (such as service agreements) or transition of service to a group entity or another company. - Third Party Advertising Platforms. When our digital marketing activities utilize different third-party advertising platforms' features. We may also use third-party tracking platforms, which collect data about how users interact with our ads for ads attribution analysis and effect evaluation purposes. Such third parties are operating under contract and acting on behalf of us and include data transfers to partners located in the US.
International Transfers	When transferring and disclosing your data outside the EU/EEA in above mentioned situations, where the local law may not provide the same level of protection, we comply with applicable legal requirements for providing adequate safeguards to such transfer by e.g. using the European Commission's Standard Contractual Clauses (SCC).