

PRIVACY AND PERSONAL DATA PROTECTION POLICY

General provisions

The savservice.com (hereinafter referred to as the Site) belongs to PJSC SAV 92, (hereinafter referred to as the Company), which is registered and operates in accordance with the requirements of the legislation of Ukraine and undertakes to protect the personal data of all persons who visited the Site, in this regard seeks to protect the confidentiality of personal data (information or a set of information about an individual who is identified or can be identified), thereby creating and providing the most comfortable conditions for use of the Site to each user.

This Privacy and Personal Data Protection Policy (hereinafter referred to as the Privacy Policy) sets out the procedure for the Company to process personal data, the types of collected personal data, the purposes of using such personal data, the Company's interaction with third parties, security measures to protect personal data, access conditions to personal data, as well as contact information for the user to access, make changes, block or delete their personal data and address any questions that the User may have regarding the practice of personal data protection.

This Privacy and Personal Data Protection Policy is valid only within the rules of use of the Site and does not apply to the websites of third parties, including those to which the hyperlink is placed on the Site.

This Privacy Policy is a set of legal, administrative, organizational, technical and other measures taken by the Company to ensure the confidentiality and protection of personal data of individuals who are users of the Site (hereinafter referred as the User/s), except when such information personally and deliberately disclosed by the user of the Site. The User of the Site, by posting CVs and/or other data on the Site and/or sending CVs and/or other similar letters to e-mail addresses of the Company and/or other Users of the Site, voluntarily provides the Site and third parties with access to this Site their unconditional consent to the processing of their personal data (which is contained in their CV, messages and/or other information collected and/or posted on the Site and/or sent to other Users of the Site).

Collection of personal data

The Company can collect, store and use the following types of personal data:

1. User's information.

When the User is registering on the Site, the Company requests to provide the requested information to the extent necessary to provide services of the Site. Thus, the Company has the right to collect the following information:

- name, surname and patronymic of the User;
- e-mail of the User, which the latter enters when registering on the Site;
- phone numbers and/or other means of communication of the User;
- information that the User enters when creating a profile on the Site, such as name, profile photos (image), sex, date and place of birth, relationship status, interests and hobbies, information on education and employment, place of registration, place of residence, information on marital status; information on geographical location, information on banking and other financial transactions, any other information that is independently entered by the User.

2. Information provided by the User during the use of the Site

(in particular, when creating a CV), may be available for viewing by all users of the Site and search engines registered on the Site.

When the User visits the Site, the Company collects some data automatically, including data such as computer IP address, cookies; parameters and settings of Internet browsers and version of the operating system, time and date of the User's access to the Site. This facilitates the operation of the Site and its use by the User, and therefore refers to the type of personal data that can be collected, stored and used by the Company, namely:

- information of the user's computer, including their IP address, geographical location, type and version of the browser, as well as the operating system;
- information on user visits and use of this Site, including the source of links, duration of visits, page views and ways to navigate through Site;
- information, such as the User's name and e-mail, which they enter to set up a subscription to e-mails and/or mailings of the Company;
- information that the User enters when using the services on the Site;
- information generated when using the Site, including when, how often and under what circumstances the User uses it;
- information that the User places on the Site with the intention to publish it on the Internet, which includes the username, profile photos and the content of their messages;
- information contained in any messages that the User sends to the Company via e-mail or through the Site, including content and metadata;
- any other personal information that the User sends to the Company.

Before disclosing the personal information of another person to the Company, the User must obtain the consent of this person both for the disclosure and processing of this personal information in accordance with this Policy.

User's consent to the processing of personal data

By using the Site, the User of the Site fully accepts the terms of confidentiality and gives the Company, as well as any third parties who have access to the Site, voluntary consent to the processing of their personal data in accordance with the Laws of Ukraine "On Personal Data Protection", "On Consumer Protection", "On the Information Protection in Information and Telecommunication Systems" for the operation of the Site.

"Processing of personal data" should be understood as the commission of any actions and/or set of actions related to the collection, registration, accumulation, storage, adaptation, modification, renewal, use, spread (distribution, sale, transfer), depersonalization and destruction of personal data.

"Personal data" of the User should be understood as any information that allows to identify a person, in particular information that was provided by the User when filling out the registration form contained in their CV and/or any other letters, messages posted on Sites.

The User has all the rights to their personal data provided by the current legislation of Ukraine, in particular Article 8 of the Law of Ukraine "On Personal Data Protection". The User confirms that they understand all the rights, as well as the purpose of processing their personal data.

The User agrees that their personal data will be stored for the period necessary to achieve the purpose of processing such data, but not more than 10 (ten) years from the date of the Site's last visit, as well as throughout the period of use of the Site.

The User agrees that the consent given by them does not require special additional messages when transferring their personal data to third parties for employment purposes.

The User has the right at any time to contact this e-mail: savinfo@savservice.com with any questions regarding this Privacy Policy, as well as regarding:

- sources of collection, location of their personal data, purposes of their processing, location of the Company;
- providing information on the conditions for granting access to personal data and access to their personal data;
- providing information on whether their personal data is processed;

- presentation of a motivated request to the Company with an objection against the processing of their personal data;
- presentation of a motivated request to change or destroy their personal data, if this data is processed illegally or is inaccurate
- protection of their personal data from unlawful processing and accidental loss, destruction, damage due to intentional concealment, non-provision or untimely provision, as well as protection against the provision of information that is inaccurate or discredits the honor, dignity and business reputation of an individual
- making reservations regarding the restriction of the right to process their personal data during the consent
- mechanism of automatic processing of personal data
- an automated decision that has legal consequences for them
- withdrawal of their consent or making reservations regarding the restriction of the right to processing their personal data, etc.

Use of the Site means the full consent of the User to this Privacy Policy and the purposes and conditions of processing of their personal data specified in it.

The consumer's consent to the Company for the collection, processing, storage and use (including the use of automated means) of personal data and their transfer to third parties is made by the consumer marking the permission to collect, accumulate, process, store and use their personal data.

Use of the User's information

The Company processes the User's personal data in any way for the following purposes:

- proper provision of services to the User (identification, authentication, authorization, password recovery, sending responses to requests and messages of the User, as well as other actions necessary for the proper provision of services of the Site);
- detection and prevention of fraud and other illegal actions of Users using the Site;
- facilitating the use of the Site and improving, perfecting services;
- sending the User advertising offers and information materials about the services and news of the Site via e-mail.

The Company may from time to time send advertising e-mails to Users via e-mail of the User with information that may be of interest to the User about the offered services or announcements related to the Site, goods and services of the Company. The User can unsubscribe from this mailing by clicking on the appropriate link in the email and changing their account settings.

The Company includes the User's data in the databases of personal users of the Site from the moment the User first starts using the Site, as well as during the entire period of use of the Site by the User.

Transfer and disclosure of information

The Company has the right to transfer personal data of the User, the personal data base, which includes personal data of the User, in whole or in part to third parties without notifying the User, in particular:

- to persons in whose control, possession or ownership the Site was transferred;
- to persons who are related to / affiliated with the Company;
- to other users of the Site's services (both individuals and legal entities), if the Site provides the relevant functionality and it does not contradict the provisions of the Law of Ukraine "On Personal Data Protection".

The Company is released from the obligation to comply with the Privacy Policy regarding the User's personal data if the User independently openly discloses personal data.

User's information (personal data) protection

The Company ensures the application of all relevant confidentiality obligations, as well as technical and organizational security measures to prevent unauthorized or illegal disclosure or processing of such information and data, their accidental loss, misuse, alteration, destruction or damage.

The Company provides access to information and personal data only to authorized employees who have agreed to ensure the confidentiality of such information and data in accordance with the requirements of the Company. Spread of personal data without the consent of the personal data subject or their authorized person is allowed in cases specified by law.

The Company makes every effort to ensure that the User's information is used for the purposes specified in the confidentiality of this Policy. The Company also uses impersonal data for the purpose of providing advertising and/or information materials by age, sex, other data, for statistical research.

The Company will take all necessary measures to protect personal data, however, the Company draws attention to the fact that none of the existing methods of data transfer can be completely secure. Therefore, the Company, despite all the measures taken to ensure security, cannot guarantee the complete security of information and data of the User.

Destruction and deletion of the User's information (personal data)

Personal data for the collection, accumulation, processing, storage and use of which the User provides access to the Company shall be deleted or destroyed in the case of:

- issuance of a relevant instruction of the Verkhovna Rada Commissioner for Human Rights or officials of the Secretariat of the Verkhovna Rada Commissioner for Human Rights appointed by them;
- entry into force of a court decision on the deletion or destruction of personal data.

Company's responsibility

The Company is responsible for all its actions or omissions regarding the personal data of Users within the current legislation of Ukraine.

The Company is not responsible for any actions of Users and third parties with personal data of Users, regardless of whether these data are obtained through the Site or otherwise.

The Company is not responsible for illegal actions of third parties, hackers, criminals and other violators who may violate this Privacy Policy and try to seize all or part of the personal information and personal data of Users, as well as use them for personal purposes.

Cookie policy

When the Site is used and visited by the User, when the User follows the advertising links of the Site, as well as when exchanging messages (including e-mail) between the Company and the User, the Company has the right to use cookies.

Cookies are small text files that are sent to the User when visiting the Site and stored on their device. These files help the Site to recognize the User during subsequent visits to the Site, as well as to remember information about the User and their preferences, in particular the selected language and other settings.

The Company has the right to use cookies in order to make use of the Site more efficient, faster and safer, to improve and enhance the functioning of the Site and the provision of services by the Company, as well as to provide advertising adapted to the interests of the User.

In addition, the Internet pages of the Site may contain codes of Internet resources of third parties, as a result of which these third parties receive cookie data. In particular, such Internet resources are systems for collecting statistics of visits to the Site, social plug-ins (blocks) of social networks, banner display systems and other resources.

The Company's consent to the use of cookies in accordance with the terms of this Privacy Policy on the first visit to the Site allows the Company to use cookies each time the User visits the Site again.

Other provisions

Upon registration, the User confirms that they provide true and accurate information. If the User provides information that is erroneous or inaccurate, or the Company has reasonable grounds to suspect that such information is erroneous or inaccurate, the Company has the right to suspend the provision of services to the User or terminate access to the Site.

Changes and additions

The Company reserves the right to make changes or additions to this Privacy Policy at any time without notice, by posting a new version of the Privacy Policy on the Site. The new revision of the Privacy Policy shall enter into force and be binding on the User from the moment it is posted on the Site, unless otherwise provided by the new revision of the Privacy Policy.