

CANVIDER PRIVACY POLICY

In connection with Canvider' activities we process your personal data according to the provisions of Regulation 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of Personal Data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation; hereinafter: GDPR). Below we provide you with all the important information about processing personal data:

1. WHO IS THE CONTROLLER OF YOUR PERSONAL DATA?

Data Controller of your personal data is **Candiver sp. z o.o.** with its registered office in Kraków, address: Olszańska 7, 31-513 Kraków, entered into the Registry of Entrepreneurs of National Court Registry by the District Court for Krakow-Srodmiemie in Krakow, XIth Commercial Division of National Court Registry under the KRS No.: 0001181200, NIP: 6751815792, REGON: 542135080, share capital: PLN 6.000.

2. HOW CAN YOU CONTACT A DATA CONTROLLER?

Contact with us is possible via:

- e-mail to the address: hello@canvider.com,
- mail, by sending a letter to the address: ul. Olszańska 7, 31-513 Kraków.

3. WHAT ARE LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA?

The legal basis for processing personal data varies depending on the situations described below and depends on the interaction you have with us:

If you visit our website
<https://canvider.com/>

We may process your personal data to:

- ensure the proper operation and security of the website,
- monitor traffic and analyze user behavior,
- verify and improve user experience,
- display personalized content and advertisements,
- prevent abuse or violations of the law.

This data may include your IP address, browser type, operating system, and activity logs collected via cookies or similar technologies.

Legal basis: Article 6(1)(f) GDPR; processing is necessary for the purposes of our legitimate interests, which are ensuring security and usability, improving our services, marketing, and fraud prevention.

<p>If you register an account on our platform, use our services or contact us to establish business cooperation</p>	<p>If you create an account on our platform, we process your personal data for the purpose of establishing and managing your user profile, providing access to our services, and enabling you to use the platform functionalities.</p> <p>The legal basis for processing your personal data in this context is primarily Article 6(1)(b) GDPR (processing necessary for the performance of a contract to which you are a party), since by creating an account you enter into a contract for the provision of platform services.</p> <p>Additionally, we may process your data based on Article 6(1)(f) GDPR (our legitimate interest) to ensure the security of the platform, prevent fraud, and maintain the integrity of the services.</p> <p>We also process your personal data to comply with our legal obligations related to platform operation and billing (Article 6(1)(c) GDPR).</p>
<p>If you are the representative of an entity interested in our services or our client or service provider – i.e. an entity which have already concluded an agreement with us</p>	<p>We process your personal data to conclude and fulfil the contract between us and the client or service provider you represent.</p> <p>The legal basis for processing your personal data is Article 6(1)(f) of the GDPR, which permits processing personal data when necessary for the legitimate interests pursued by the controller or a third party.</p> <p>The legitimate interest of the controller in this case is to conclude or perform the contract with our client or service provider, which requires contacting and communicating with their representatives.</p>

<p>If you contact us by e-mail, letter, phone or you provide us with your contact details via our website</p>	<p>We may process your personal data – such as your name, surname, e-mail address, correspondence address, phone number, and the content of your message or conversation – in order to respond to your inquiry and continue correspondence.</p> <p>This applies, for example, when you:</p> <ul style="list-style-type: none"> - reach out with a question about our platform or services, - need support with your account (either individual or business), - request information about job applications or recruitment processes, - wish to discuss cooperation, technical support, or privacy-related matters. <p>Legal basis: Article 6(1)(f) GDPR; the processing is necessary for the purposes of our legitimate interests.</p> <p>Our legitimate interest in this case is the ability to communicate with users and other individuals, and to respond to messages addressed to us.</p>
<p>If you visit our social media profiles on Facebook, Instagram, Youtube, or LinkedIn, follow them or react on our posts</p>	<p>We process your personal data when you visit our profiles, follow us, comment, like, or otherwise interact with our content on platforms such as Facebook or LinkedIn. This data may include your public profile information, reactions to our posts, and communication via private messages.</p> <p>We also use these platforms to carry out marketing activities, including sponsored posts and targeting, in accordance with the rules provided by each platform.</p> <p>Legal basis: Article 6(1)(f) GDPR; the processing is necessary for the purposes of our legitimate interests.</p> <p>Our legitimate interests are:</p> <ul style="list-style-type: none"> - promoting our services and platform through social media, - running statistics and insights about interactions with our content, - building and maintaining an online community, - allowing users to interact with our brand.

If you contact us to participate in a recruitment process, complete our recruitment form or send us your resume

If you apply to a recruitment process conducted directly by Canvider by submitting your personal data (e.g., via recruitment forms or sending your resume), we process your personal data for the purpose of conducting the recruitment and selecting candidates.

If you give us your consent, we may also process your personal data to contact you about future recruitment opportunities.

The legal basis for processing your personal data during the ongoing recruitment process is Article 6(1)(b) of the GDPR, which allows processing necessary for taking steps at your request prior to entering into a contract. The scope of processed data is limited to what is necessary for recruitment and is based on applicable laws regulating recruitment processes.

For any additional data you provide beyond the legal requirements, the legal basis is your consent pursuant to Article 6(1)(a) of the GDPR.

You may withdraw your consent at any time without affecting the lawfulness of processing based on consent before its withdrawal.

4. WHO WE SHARE YOUR PERSONAL DATA WITH?

To properly deliver our services and operate our platform, we work with selected third parties. As a result, your personal data may be transferred to the following categories of recipients:

- entities providing server infrastructure, cloud services, and hosting, such as DigitalOcean, Inc. (based in the USA),
- entities providing accounting and financial services, including banks and payment processing providers,
- entities providing us with email delivery, marketing automation, analytics, and platform integration services – such as Google Poland sp. z o.o. and Google LLC (based in the USA),
- the operators of Facebook and Instagram platforms, as well as Facebook Pixel – Meta Poland sp. z o.o. and Meta Platforms Inc. (based in the USA),
- the operators of LinkedIn and LinkedIn Ads – LinkedIn Corp. (based in the USA),
- the provider of our customer relationship and sales management system,
- external service providers and subcontractors, especially those supporting us in IT, legal, marketing, analytics, or recruitment operations (acting solely on our behalf and under our instructions).

Due to the involvement of companies such as DigitalOcean, Google, Meta or LinkedIn, your personal data may be transferred **outside the European Economic Area (EEA)**.

In such cases, we ensure that appropriate safeguards are in place. These entities participate in the **EU-U.S. Data Privacy Framework**, which provides a recognized legal basis for the transfer of personal data from the EU to the United States.

5. HOW LONG DO WE KEEP YOUR PERSONAL DATA?

We retain your personal data only for as long as necessary to fulfill the purposes for which it was collected. Once this period ends, we securely delete or anonymize your data. The retention periods depend on how and why the data was obtained:

- If you visit our website – we process personal data (e.g. from cookies or logs) during your visit and for up to 14 months after your last interaction.
- If you have registered an account and use our services – we process your data for the duration of your account and for up to 3 years after its deactivation or the end of our business relationship.
- If you act on behalf of an organization that use our services, especially create or manage recruitment processes on behalf of your organization – we retain personal data related to your activity for the time your account is active, and for up to 3 years after it is closed.
- If you have established cooperation with us (e.g. as a service provider, partner, or subcontractor) – we keep your data for up to 3 years after our cooperation ends. Data necessary for accounting or tax purposes will be stored for 6 years after the end of the relevant tax year.
- If you contact us by e-mail, phone, contact form, or post – we store your personal data for the duration of the communication and up to 3 months after it ends.
- If you interact with us through social media (Facebook, LinkedIn), we process your data for the duration of your interaction with our profile and for up to 12 months after that interaction ends.

6. WHAT ARE YOUR RIGHTS REGARDING THE PROCESSING OF YOUR PERSONAL DATA?

In relation to the processing of your personal data, you have the following rights:

Right of access	You can request confirmation from us as to whether or not your personal data are being processed and obtain information about which data are being processed and what is the purpose of the processing.
Right to rectification	You can request immediate rectification of inaccurate personal data and completion of incomplete personal data.

Right to erasure	<p>You can request immediate erasure of personal data, when one of the following grounds applies:</p> <ul style="list-style-type: none"> → personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed; → you have withdrawn the consent to processing and there is no other legal ground for the processing; → you have objected to the processing and there are no overriding legitimate grounds for the processing; → the personal data have been unlawfully processed; → the personal data must be erased for compliance with a legal obligation. <p>Abovementioned shall not apply to the extent that processing is necessary:</p> <ul style="list-style-type: none"> → for exercising the right of freedom of expression and information; → for compliance with a legal obligation which requires processing; → for the establishment, exercise or defense of legal claims.
Right to restriction of processing	<p>You can request restriction of processing if:</p> <ul style="list-style-type: none"> → you contest the accuracy of the personal data – for a period enabling us to verify the accuracy of the personal data; → the processing is unlawful you oppose the erasure of personal data and request the restriction of their use instead; → we no longer need personal data for the purposes of the processing, but they are required by you for the establishment, exercise or defence of legal claims; → you have objected to processing pending the verification whether our legitimate grounds override yours.
Right to data portability	<p>You have the right to receive your personal data in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller if the processing is based on consent and the processing is carried out by automated means.</p>
Right to lodge a complaint	<p>You have the right to lodge a complaint about unlawful processing of the personal data with a supervisory authority – President of Personal Data Protection Office (address: Personal Data Protection Office, ul. Stawki 2, 00-193 Warsaw).</p>
Right to object	<p>You have the right to object to the processing of your personal data, to the extent that the processing is based on our legitimate interest.</p>

Right to withdraw the consent

If personal data is processed based on the consent, you have the right to your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal. The right to withdraw the consent also applies to the personal data processing in situations where other legal provisions require consent (e.g. in case of sending marketing messages based on the regulations of ePrivacy directive).

7. WHAT ELSE YOU SHOULD KNOW ABOUT?

Provision of your personal data may be necessary for the conclusion of a contract with us and using our services.

We do not process personal data for automatic decision-making, as referred to in Article 22(1) and 22(4) of the GDPR.

8. CHANGES TO THE PRIVACY POLICY

We reserve the right to modify or amend this Privacy Policy at its own discretion from time to time. Your continued use of our website constitutes your acceptance of those changes.

This version was last updated on **15/07/2025** and historic versions can be obtained by contacting us.

COOKIE FILES

Cookies are small files that enable or facilitate the use of certain website functions. They may be saved on your device directly by us or by third parties with whom we cooperate. As part of the use of cookies, we may process your personal data, in particular such as your IP address, the history of your use of the website, or information about the device or software you are using. Cookies used by us are related to the operation of our website, they are used to control traffic on our website, to compile statistics on the use of the website by its users, to undertake marketing activities, to prevent errors and technical faults, to ensure the security of the website or to prevent abuse and infringement of the law.

The following cookies can be distinguished:

Session cookies: these are stored on your device for the time that you use our website (they are deleted when you close your browser). Session cookies enable the correct use of our website. Blocking them may result in errors or prevent you from using our website.

Persistent cookies: these are stored on your device until you delete them or until they expire.

In addition, cookies are divided into the following categories:

- 1) **Technical cookies** - these cookies are necessary for the proper display and operation of the website. These cookies can also detect malfunctions of the site and help to fix errors,

as well as allow to verify the extent of the user's consents to other cookies. Blocking them may cause the site to malfunction.

- 2) **Analytical and statistical cookies** - these cookies enable statistics on how users use our website. Among other things, they allow us to verify website traffic, count the number of hits, measure how the website is used, and analyze what devices and browsers users are using. We use tools such as Google Analytics to conduct analytics activities. These tools may require the use of cookies.
- 3) **Marketing cookies** - cookies responsible for carrying out advertising and marketing activities, in particular related to the use of Google Ads services. They also include remarketing activities, i.e. encouraging users to revisit our website. Consenting to the use of these cookies will allow us to target ads to you, based on your previous activities on our website.
- 4) **Social cookies** - these are cookies associated with the social networks we use, such as Facebook or LinkedIn. Accepting them will allow us to associate your visit to the site with our social media profiles.

You can read detailed information about what cookies may be stored on your device under the cookie information banner displayed on the website. It contains information about specific cookies, their purpose and how long they will be stored on your device.

The use of cookies is based on your consent, given in accordance with the provisions of Article 173 § 1 of the Telecommunications Law. We point out that the absence of such consent or the subsequent deletion of cookies may result in the inability to use the functionality of the website.

It is possible to restrict or disable cookies within your device, using your browser settings. Web browsers allow you to disable all cookies or a portion of them (such as those from third parties). If you disable cookies in part, cookies generated by our website may be stored on your device, enabling the website to function properly. However, if the use of cookies is restricted, the use of our particular services provided may be limited and in some cases may not be possible.