

PRIVACY POLICY

KNOWLEDGEMARKER B.V.

LATEST VERSION 18 APRIL 2023

1 – Introduction

This Privacy Policy was last updated on: 18 April, 2023

Who are we?

We are Knowledgemarker B.V. (**Knowledgemarker**). We respect your privacy and private life, but sometimes we need your Personal Data. We consider **Personal Data** to be any information relating to an identified or identifiable person, in conformity with the General Data Protection Regulation (the **GDPR**).

We are located at Blaak 520, 3011TA Rotterdam, the Netherlands and registered with the Dutch Chamber of Commerce (*Kamer van Koophandel*) under number: 83205543.

What are you reading here?

This is our policy regarding the processing of personal data (in short, the **Privacy Policy**). This Privacy Policy explains which Personal Data we use and why. Furthermore, you will read how we process, store and protect your Personal Data. Finally, we outline what rights you have when we process your Personal Data.

This Privacy Policy applies to our Website www.knowledgemarker.com (the **Website**) and the services or products we provide (the **Services**). When we refer to **you** in this Privacy Policy, we mean you as a user of our Website or Services.

We may modify this Privacy Policy. If we substantially modify the Privacy Policy, we shall place a notification on our Website and Platform. In addition, we shall notify registered users in case of a substantial modification via email. If you are not a registered user, we advise you to consult our Website and this Privacy Policy regularly.

Questions?

If you have any questions regarding this Privacy Policy or our Services, you can contact us by sending an email to bas@knowledgemarker.com or visit our Website for more information.

2 – Data Collection

We may receive your data in the following ways:

- We receive data you directly share with us, for example when you create an account or when you sign in to GitHub via our Website;
- We collect publicly available data from open sources on the web such as GitHub, LinkedIn, Stack overflow or other professional and career websites.
- It is possible that you provide us with Personal Data of third parties. We would like to remind you that it is your own responsibility to verify if those parties agree with the provision of their Personal Data.

We consider **Personal Data** to be any data relating to an identified or identifiable person, in conformity with the General Data Protection Regulation (the **GDPR**). As an identified or identifiable person to whom the Personal Data relates, you are the **Data Subject** in this context. We process your Personal Data in accordance with the GDPR and all other relevant legislation and regulations in the field of protection of Personal Data, like the Dutch Telecommunications Act (*Telecommunicatiewet*) regarding the use of cookies (the **Relevant Legislation**). We are allowed to process your Personal Data, because we comply with the Relevant Legislation.

We make sure that the processing of your Personal Data is adequate, relevant and limited to what is necessary in relation to the purpose for which the Personal Data is processed. We shall only use your Personal Data for the purposes listed in this Privacy Policy or for compatible purposes. By doing so, we will not use your Personal Data in an unexpected manner.

In the table below you will read (1) which Personal Data we process (2) for which purpose(s) and (3) on which legal basis.

We enter into contracts with customers who use our SaaS platform for recruitment purposes (**Customers**). We process the following account data of Customers:

Personal Data	Purpose(s)	Legal basis
<i>Account data:</i> - Company name - First and/or last name - Email address	In order to start using Knowledgemarker, you need to sign up and create an account. Your account details can be changed or supplemented at any time in the settings section on the Website. We use account data so that you can log in to Knowledgemarker and we can personalize our Services. We also use your account data to communicate with you	Performance of the contract

	about our Services, for example when you've forgotten your password.	
<i>Payment data:</i> - Payment details - Overview of purchases - Invoices	To facilitate payments, send invoices and update our financial administration.	Performance of the contract

We also process the following Personal Data of developers displayed on our Website (**Developers**):

Personal Data	Purpose(s)	Legal basis
<i>Account data:</i> - Username - Email address - First and/or last name	In order to start using Knowledgemarker, you need to register by connecting your GitHub account. We use account data so that you can log in to Knowledgemarker, we can personalize our Services and to communicate with you about our Services.	Performance of the contract
<i>Recruitment data:</i> - First and/or last name - Email address - Location - Employer	We collect information from publicly available sources, such as GitHub, to facilitate targeted recruitment for Customers via our Website. Our goal is to improve the recruitment process for developers.	Legitimate interest

Legitimate interest

To invoke the legitimate interest basis, we balance our interests against your interests, fundamental rights and freedoms. In this way, we assess whether our interest, in processing the Personal Data, outweighs your privacy interest. Processing your Personal Data on the legitimate interest ground is important, because it enables us to provide relevant information to Customers for the recruitment of Developers. In our view, processing this data is necessary in order to offer our unique data-driven recruitment method, powered by data from various publicly available sources.

We have assessed the impact on your privacy as being mainly low, as the information provided is publicly known. The profiles that we collect data from are deliberately set to public, often for interests of career advancement, recruitment and professional exploration. We only collect private repositories from GitHub with your consent. If you use the opt-out function, Knowledgemarker shall not use your Personal Data in any form.

The Personal Data we process based on our legitimate interest does not concern sensitive data such as identity documents, payment details or medical information. The chance of identity fraud, discrimination or reputational damage in case of a possible data breach is, in our opinion, minimal. The processing of the relevant Personal Data therefore has no, or only a limited, impact on your privacy.

Based on careful consideration of the interests and risks involved, we have concluded that your privacy interest does not outweigh our interest. Therefore, we believe we can invoke our legitimate interest in processing these Personal Data. However, this assessment is subjective. Do you disagree with the processing of your Personal Data based on our legitimate interest? If so, you can always object to this. We will then reassess, and possibly discontinue the processing of your Personal Data.

3 – Data Protection

We make every effort to protect your Personal Data from loss, destruction, use, alteration or dissemination of your Personal Data by unauthorized persons. We ensure that those who have nothing to do with your Personal Data cannot access it. We take the following measures:

- The access to the Personal Data is strictly limited to the employees on a *'need to know'* basis
- Secure network connections with Transport Layer Security (TLS)

We constantly check our security measures for effectiveness, and if necessary adjust our process. That way, your Personal Data is always protected and accessible in the event of a failure.

4 – Data Storage

We maintain your Personal Data for as long as necessary to provide our Services to you. We delete your Personal Data after we no longer need them. We will retain:

- the payment data of Customers for a period of 7 years, to meet our financial and tax requirements and obligations;
- your account data until the end of the contract, or until your account is deleted;
- recruitment data until you ask us to stop the processing of your data (opt-out);

In general, we update the data on our Website at least yearly. Personal Data that was deleted from your public profiles, such as GitHub, will therefore automatically also be deleted from our Website. If you want to view, export or delete your Personal Data, please send us an e-mail. We will try to act upon your request as soon as possible. After you request deletion of your account, we will permanently and irreversibly delete your Personal Data from our systems, including back-ups. We may ask for additional Personal Data when deletion requests are made, to comply with the law and take other legally permitted actions.

5 – Data Sharing

Processors

We may share your Personal Data with third parties that provide certain services to us. These are **Processors** within the meaning of the Relevant Legislation. Processors are given access only to the Personal Data they need to perform these limited tasks on our behalf and are obligated to protect and safeguard your Personal Data. In addition, we agree with Processors that they will handle your Personal Data with care. We might share the following Personal Data with Processors:

- Cloud and hosting providers – contact data, payment data and recruitment data, for the storage and hosting of our Website.
- Payment providers – the payment data of Customers for the execution of payment services.

Third Parties

Sometimes we share your Personal Data with other parties, who are not Processors. With these parties, we agree that they shall use your Personal Data carefully. They shall only process your Personal Data for purposes compatible or in line with the purpose for which we received the Personal Data from you. For example, we share your Personal Data with Customers, for recruitment purposes only.

If you have any questions on the processing of your Personal Data by third parties, we advise you to directly contact these parties or consult their privacy policy.

Other

If we have a legal obligation to share your Personal Data, we will do so. This is the case, for example, if a public authority legally requires us to share your Personal Data.

Transfer

We shall process your Personal Data within the European Economic Area (**EEA**) to the extent possible. We will only process your Personal Data outside the EEA if that country offers an appropriate level of protection for your Personal Data. For the transfer of Personal Data we use, where appropriate, standard contractual clauses (SCC) approved by the European Commission. We shall never transfer your Personal Data to countries or parties other than those mentioned above without your consent.

Links

Our website and our App may contain links to other websites. We are not responsible for the content or the privacy protection on these websites. Therefore, we advise you to always read the privacy policy of those websites.

6 – Privacy Rights

You have the following rights:

- **The right of access**
You can request access to your Personal Data.
- **The right to rectification**
You can request us to correct, limit or delete your Personal Data.
- **The right to data portability**
You can request a copy of your Personal Data. We can provide this copy to third parties at your request, so you do not have to do so yourself.
- **The right to object**
You can object to the processing of your Personal Data.
- **The right to file a complaint**
You can file a complaint at the Dutch Data Protection Authority (*Autoriteit Persoonsgegevens*) if you are of the opinion that we wrongfully process your data.

- **The right to withdraw consent**

You can always withdraw your permission to process your Personal Data. From the moment of your withdrawal, we cannot process your Personal Data anymore.

7 – Cookies

A cookie is a small text file that can be sent via the server of a website to the browser. The browser saves this file to your computer. Your computer is tagged with a unique number, which enables our site to recognize that computer in the future.

We use cookies to improve the user experience on our Website. Moreover, cookies ensure that the Website works faster, that you can visit our Website safely and that we can track and solve errors on our Website.

You can always delete or disable cookies yourself via the browser settings. No more cookies will be stored when you visit our Website. However, please note that without cookies, our Website may not function as well as it should. For more information you can read our cookie statement:

<https://www.knowledgemarker.com/cookiestatement>.