

Privacy statement - recruitment This Privacy Statement applies to the processing of personal data of job applicants and potential candidates for Feelingstream OÜ.

Data controller Feelingstream OÜ, located at Tallinn, Mäealuse 2-3, is the data controller responsible for the processing of your personal data in relation to the recruitment process.

What personal data do we collect and process? We process personal data that you provide during your application, which includes:

- Basic information such as your name, the position you are applying for, contact details like your email address, telephone number, and postal address.
- Responses to application form questions.
- Information contained in your CV and cover letter, such as your educational background, employment history, and relevant skills.
- Other supplementary information or documentation you may provide, such as certificates, photographs, code repositories or any other references.

Additionally, we collect:

- Data from your interactions during the recruitment process, including interview notes and communications.
- Evaluations of your suitability for the position and progress within the recruitment process.

How do we collect your information? Primarily, personal data is supplied directly by you, the candidate. We may also gather information from:

- References you provide.
- Third-party services involved in recruitment assessments and queries to external registers, such as criminal records databases.
- Publicly available sources, such as professional social media profiles on platforms like LinkedIn.

Before the recruitment process begins, our recruiters might gather personal data about potential candidates from publicly available sources. For example, we might view a candidate's profile on professional social media platforms like LinkedIn and reach out regarding relevant job opportunities. Additionally, we sometimes obtain personal data through recruitment agencies or headhunters.

Purpose of processing personal data The processing of your personal data allows us to:

- Evaluate your application.
- Make hiring decisions.
- Communicate with you throughout the recruitment process.
- Maintain records related to recruitment.

We base our processing on our legitimate interest to efficiently carry out recruitment activities and, when applicable, to prepare for entering into an employment contract with you.

Data retention Personal data is retained for up to 36 months after the recruitment process concludes. Should you become an employee, certain data may be retained for the duration of your employment as per legal and operational requirements.

Data security We are committed to ensuring the security of your personal data through comprehensive security measures, including technical and organizational safeguards.

Use of subcontractors and data disclosure Your personal data may be shared with third-party service providers that assist us with our recruitment processes, including software and assessment providers. If personal data is transferred outside the EU/EEA, it is done so with appropriate safeguards in place.

Your rights You have the right to:

- Access and request correction of your personal data.
- Request deletion or restriction of processing.
- Object to the processing and withdraw your consent at any time, leading to the deletion of your data.
- Lodge a complaint with a supervisory authority concerning our data processing practices.

Contact details For inquiries related to the recruitment process, please contact info@feelingstream.com.