

OORWIN'S COMMITMENT

In May 2018, the European Union (EU) began to enforce a new data protection regulation called the [General Data Protection Regulation](#) (GDPR). The GDPR is designed to harmonize data privacy laws across Europe, to protect and empower all EU citizens' data privacy and to reshape the way organizations across the region approach data privacy.

Oorwin is committed to working to support compliance with the requirements of the GDPR. This page provides an overview of our efforts and helps address questions you might have about GDPR and Oorwin.

FAQS FOR OORWIN USERS

What is the GDPR?

In May 2018, the European Union (EU) began to enforce a new data protection regulation, the General Data Protection Regulation or Regulation (GDPR). The GDPR is designed to harmonize data privacy laws across Europe, to protect and empower all EU citizens' data privacy, and to reshape the way organizations across the region approach data privacy.

Who does the GDPR impact?

The GDPR applies to any organization that offers goods or services to, or monitors the behavior of, EU natural persons or 'data subjects.' It applies to all companies processing and holding the personal data of data subjects residing in the EU, regardless of the company's location. The GDPR also applies to companies established in the EU.

What steps has Oorwin taken to comply with the GDPR?

In advance of the May 2018 enforcement date, Oorwin conducted the following:

- Mapped an overview of all our systems to document the use of personal data.
- Introduced an updated [Privacy Policy & Cookie Policy](#) that reflects our notice obligations under the GDPR.
- Reviewed and revised our vendor agreements and implemented new processes to address the GDPR sub-processor requirements.
- Made technical changes to our platform that enable us to support the GDPR's requirements and enhanced data subject rights.

What constitutes personal data as part of the GDPR?

Any information related to a data subject that can be used to directly or indirectly identify the person, according to the GDPR. It can be anything from a name, a photo, an email address, bank details, posts on social networking websites, or medical information.



What personal data does Oorwin collect from its users?

When you fill out registration forms, submit your resume, fill out an application on Oorwin, or proactively provide us with other personal information, we collect that information.

For example, to create an account we ask only for an email address and password. In other circumstances, such as when you complete a form related to a particular service offering, we may ask you to provide other information, which may include your name, phone number, and/or postal address.

In addition, your device is automatically providing information to us so we can respond and customize our response to you. This generally includes technical information about your computer, such as your IP address or other device identifier, the type of device you use, and operating system version. It may also include usage information and information associated with your interaction with Oorwin. For example, when you search for jobs, we store the titles, locations and general salary range (if available) of jobs you search for and click on. More information about the information we collect and how we use that information is available in our [Privacy Policy](#) & [Cookie Policy](#) policies.

What does Oorwin do to keep its users' personal information safe?

User privacy is at the core of our business. We are regularly enhancing and evolving our security platforms, procedures and methods to better protect our users' information and anonymity.

How do users contact Oorwin if they have a question or request regarding their personal data on its platform?

Users refer to [Privacy Policy](#) & [Cookie Policy](#) to learn more about how Oorwin processes and utilizes their data and/or to submit a request to access, export, rectify, ask a question about and/or delete their personal data.

Who should I contact if I have further questions about the GDPR compliance and my relationship with Oorwin?

For more information about Oorwin and GDPR, please reach us at info@oorwin.com. Further information on GDPR specifically can be found at eugdpr.org.

FAQs for Oorwin Employers

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What personal data does Oorwin collect from employers and how is it used?

When you seek to register with us, we may ask you to provide us with certain personally identifiable information like:

- Name, e-mail address, mobile number, and other profile data provided for the registration purpose.
- Any information that you enter into the Platforms, including, corporate entity details, contact details, like address, phone number, email id, etc., login details.
- Certain information relevant to your subscription including, your credit card details, your billing address, etc.

During the registration process, we indicate fields that are mandatorily required to be filled and fields that are optional. In the event you choose to decline to submit information on the Platforms, we may not be able to provide certain services to you and shall not be liable or responsible for non-provision of services to you. Any information freely available and/or accessible in the public domain will not be considered as sensitive and confidential.

We may use your Personal Data to contact you with newsletters, marketing or promotional materials and other information that may be of interest to you. You may opt out of receiving any, or all, of these



communications from us by following the unsubscribe link or instructions provided in any email we send or by contacting us.

Is Oorwin required to execute a Data Processing Agreement (DPA) with employers for both parties to comply with the GDPR?

No. Oorwin determines the means and the purposes for processing the personal data provided by employers, so Oorwin is the controller of such data for the purposes of GDPR. Because we are controllers and not processors of this data (i.e., we do not process the data on an employer's behalf), we are not required under the GDPR to sign DPAs with our customers for this information.

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What resources are available if I have further questions about GDPR compliance and my relationship with Oorwin?

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