

Codity Privacy Policy

Last updated: January 2025

Codity, Inc. ("Codity," "we," "us," or "our") respects your privacy. This Privacy Policy ("Policy") describes how we process Personal Information (defined below) while providing our products or services to you ("Services") and on the websites, applications, and online platforms that link to this Policy (collectively, "Site"), including when you apply for a job with us. It also describes rights you may have under applicable laws. Please read this Policy carefully to understand our practices regarding your Personal Information.

Scope

This Policy applies where Codity acts as a "data controller" (or equivalent under privacy laws) for your Personal Information. When we act as a "service provider" (or "processor") for customers, their privacy policies govern your data.

If you provide Personal Information about others, you must comply with applicable privacy laws (e.g., obtaining consent) before sharing it with us.

Personal Information We Collect

We collect the following categories of Personal Information:

- **Contact Information:** Name, email, phone number, address.
 - **Commercial Information:** Purchase history, subscriptions, Services interest.
 - **Usage Information:** IP address, device geolocation, browser type, Site interaction data.
 - **Employment Information:** Resume details, education/employment history (for job applicants).
 - **Communication Information:** Emails, social media messages, call/chat records.
 - **Financial Information:** Credit card details (processed via third-party payment gateways).
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How We Collect Personal Information

- **Directly From You:** Via account registration, inquiries, or Service usage.
 - **From Third Parties:** Partners, recruiters, analytics providers, background check services.
 - **Tracking Technologies:** Cookies, web beacons, and similar tools.
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How We Use Personal Information

- Provide, personalize, and maintain Services.
- Optimize user experience and troubleshoot issues.
- Communicate updates, respond to inquiries, and notify changes.
- Comply with legal obligations, enforce policies, and protect safety.

- Process job applications, conduct interviews, and verify employment eligibility.
 - Facilitate corporate transactions (e.g., mergers, acquisitions).
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How We Disclose Personal Information

- **Internally:** Employees, contractors, and affiliates with a business need.
 - **Service Providers:** Hosting, analytics, HR, and payment processors.
 - **Legal/Safety Reasons:** To comply with laws, prevent fraud, or protect rights.
 - **Business Partners:** Trusted partners for co-sponsored promotions or Services.
 - **Mergers/Acquisitions:** As part of corporate transactions.
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Cookies and Tracking Technologies

We use cookies, web beacons, and analytics tools (e.g., Google Analytics) to:

- Personalize your experience.
 - Analyze Site traffic and usage patterns.
 - Secure and optimize Site performance.
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Data Retention

We retain Personal Information:

- As needed for business purposes.
 - To comply with legal obligations or resolve disputes.
 - Based on the nature of our relationship and business needs.
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International Data Transfers

For EU/UK/Swiss users, we transfer data using approved safeguards (e.g., standard contractual clauses).

Security

We implement industry-standard measures to protect your data. However, no internet transmission is 100% secure.

Your Privacy Rights

Depending on your location, you may have the right to:

- Access, correct, or delete your data.

- Restrict processing or withdraw consent.
- Lodge complaints with regulators.

To Exercise Rights: Email [support@codity.ai]

Children's Privacy

We do not knowingly collect data from children under applicable legal ages. Contact us at [support@codity.ai] if you believe we have inadvertently done so.

EU/UK-Specific Disclosures

- **Legal Basis:** Processing relies on consent, contract performance, legal obligations, or legitimate interests.
 - **Special Category Data:** We do not intentionally collect sensitive data (e.g., race, health details).
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California Rights

Residents may request disclosure of Personal Information shared for third-party marketing. Contact [support@codity.ai].

Policy Updates

We may update this Policy periodically. Material changes will be communicated as required by law.

Contact Us

For questions or concerns:

Email: [support@codity.ai]
