

Adway Apply – Privacy Policy

1. GENERAL


- 1.1. Adway Apply is created by Adway in order to facilitate Your job seeking process and help You go from job searching to job applying in a click. In order to do so We will collect, handle and store Your information and Your Personal Data. We will also provide the Client specified on the Application Page with the Personal Data either directly or through the Client's ATS System. We will also store Your Personal Data should You be interested in applying for another job in the future. See more about transfer of Your Personal Data to third parties in section 4.
- 1.2. With this Privacy Policy we want to inform You, the Applicant, how Your Personal Data is collected, handled and stored when using Adway Apply, who will access Your Personal Data as well as Your rights. Our aim is to be transparent and clear and should You have any questions that is not answered in this Policy, please send an e-mail to the e-mail address in section 9.2.
- 1.3. By checking the box on the Application Page you agree to the collection, handling and storage of Your Personal Data in accordance with this Privacy Policy. If You want to withdraw Your consent, please send an e-mail to the e-mail address in section 9.2.
- 1.4. Unfortunately, you are not able to use our service should you choose to not accept our Privacy Policy. In such case, please send an e-mail to the e-mail address in section 9.2 and tell us about your concerns and we will do our best to get back to you within short!

2. WHO IS WHO?

- 2.1. Speaking in the language and terms set out in the GDPR Directive Adway is the Controller in relation to You, the Applicant using Adway Apply, and You are the Data Subject. The Client specified on the Application Page is also a Controller of Your Personal Data in relation to You. The Client's ATS System Deliverer, if any, is a Processor of Your Personal Data on behalf of the Client.

3. COLLECTION OF DATA

- 3.1. Most of the Personal Data We collect is provided by You when using Adway Apply.
- 3.2. We will collect, store and handle the Personal Data provided by You to Us on the Applicant Page. This means that We may collect, store and handle in particular the following information:
 - a) Personal Identification Information (such as Your name, e-mail address and phone number) that you have provided to us on the Applicant Page.
 - b) Personal Data collected from Your account on Facebook and LinkedIn should You have applied through Your account on any of these platforms and/or if You have provided Your account details to Us in any other way.
 - c) Any response to questions asked on the Applicant Page.
 - d) Any Personal Data contained in any file that You upload on the Applicant Page, such as your resumé or CV.
- 3.3. We also store the Personal Data, such as name, e-mail, job title, provided by You when contacting Us in any matter, whether it is through e-mail or other media.

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- 3.4. The purpose of collecting Your Personal Data is to
 - a) Enable You to apply for jobs advertised by Our Clients with a minimum of clicks and redirections.
 - b) Enable our Clients to receive job applications in an automated and facilitated manner directly into the Client's ATS System.
 - 3.5. Adway's legal basis for collecting, storing and handling Your Personal Data is Our legitimate interest to facilitate the recruitment process for both natural persons applying for a job and for the companies which are recruiting.
 - 3.6. Adway will keep Your Personal Data for the time We deem necessary in order to deliver the services included in Adway Apply. Please note that We also will store Your Personal Information in order to simplify any future application through Adway Apply. Should You wish to for Your Personal Data to be removed and deleted We kindly ask You to send Us an e-mail to the e-mail address in section 9.2 and We will handle Your request promptly.
 - 3.7. The computer servers Adway uses for collection, handling and storage of Personal Data is located within the European Union, the European Economic Area, a country which the European Commission has confirmed has a suitable level of data protection or with a supplier which has confirmed through agreement that it assures that the processing of the Personal Data conforms with applicable Swedish and/or European legislation. Adway has taken necessary precautions in order to make sure Your Personal Data is collected, handled and stored securely. For more detailed information on Our safety precautions You are welcome to send Us an e-mail to the e-mail address in section 9.2.

4. TRANSFER OF PERSONAL DATA TO CLIENTS AND THIRD PARTIES

- 4.1. Adway will transfer Your Personal Data to the Client specified on the Application Page. The Client will receive the Personal Data through their ATS System. The Client will be Controllers of Your Personal Data on their own terms and conditions. For information on how the Client collects, handles and stores the Personal Data we must refer you to the specific Client in question. You'll find the Client's Privacy Policy by clicking the hyperlink on the Application Page.
- 4.2. Adway may also come to transfer Your Personal Data to a Third-Party Client besides the Client specified on the Application Page or to another third party, such as a sub-contractor. We will however only transfer Your Personal Data to a Third-Party Client or other third party that We are confident will handle Your Personal Data responsibly and lawfully. Should We transfer Your Personal Data You will be notified by e-mail to the e-mail address You have provided Us with.

5. YOUR RIGHTS AS A USER

- 5.1. This is a short summary of Your rights:
 - a) Your right to object. You have the right to object to our processing of Your Personal Data based on our legitimate interests, meaning We may not process Your Personal Data any longer unless We can demonstrate compelling legitimate grounds for the processing which override Your interests. You can always contact Us to receive more information about the balance test We have made.
 - b) Your right to access and to move Your data. You have the right to request a transcript of Your Personal Data processed by Us and additional information on how the data have been collected, processed and shared. The first transcript may be requested free of charge. You also have the right to move Your Personal Data from Us to another data controller.



- c) Your right to rectification. You have the right to correct inaccurate or incomplete Personal Data about you.
- d) Your right to erasure. You have the right to request that We delete Personal Data about you, for example, if the information is no longer necessary in relation to the purpose for which it was collected, or if We no longer have a legal basis to process the data.
- e) Your right to restriction. You have the right to request that our processing of Your Personal Data should be limited until We have corrected inaccurate or incomplete data about You or until We have handled an objection from you.
- f) Your right to withdraw Your consent. You have the right, at any given time, to withdraw any consent You have given us. Please note though, that it will not affect any processing that has already taken place.

5.2. Please note that our legal rights or obligations, such as privacy and confidentiality legislation, may prevent Us from disclosing or transferring all or a part of Your information, or from immediately deleting Your personal data.

5.3. In order to exercise any of the rights listed, send Us an e-mail to the e-mail address in section 9.2. After receiving Your request, We will get back to You as soon as possible, at the latest within one month.

6. WHAT ABOUT COOKIES?

6.1. Like almost every other company in the world, We use cookies, pixels and similar technologies to provide You with a pleasant online experience, personalized advertising and to analyse the traffic to our site. To get more information about the cookies that We use – please read our Cookie Policy.

7. CHANGES

7.1. Adway may come to change or make additions to this Privacy Policy. The latest version is always available on www.adway.ai/adwayapply/privacypolicy. Should we change or make additions to the Privacy Policy We will inform You by e-mail. The new version of the Privacy Policy will be deemed communicated to You when You receive such e-mail to the e-mail address You have provided or when You otherwise is informed of the new version.

8. HOW CAN YOU COMPLAIN?

8.1. If you feel that we have not complied with the requirements of applicable laws and the GDPR Directive when it comes to your personal data, please contact us first, and we will help you in every way that we can. Please observe that you also have the right to reach out to the Swedish Supervisory Authority – Datainspektionen (www.datainspektionen.se).

9. CONTACT INFORMATION

9.1. Adway AB, company registration number 559126-9286, postal address Andra Långgatan 44 3 tr, 413 27 Göteborg, Sweden. We are the responsible legal entity (Controller) of Your Personal Data as described above. We comply with Swedish personal data protection laws, including the GDPR Directive.

9.2. For all requests, please send an e-mail to privacy@adway.ai. Please note that any Personal Data contained in the e-mail will be stored in order to handle your request.





10. DEFINITIONS

Adway	The Limited Liability Company Adway AB (company registration no. 559126-9286) registered in Sweden and in accordance with the laws of Sweden. Adway may also be referred to as “We” or “Us” in this Privacy Policy.
Adway Apply Applicant	The service provided by Adway The natural person using Adway Apply and thus providing Adway with information and/or Personal Data through the Application Page.
Application Page	The Web Page where You enter Your Personal Data and other Information and agrees to this Privacy Policy
ATS System	Applicant Tracking System, for instance “Teamtaylor” or “SAP”. ATS Systems are used by the vast majority of the companies recruiting today.
Client	Adway’s Client, i.e. a company or organization using Adway’s services.
Controller	The same meaning as set out in the GDPR Directive art. 4.7
Data Subject	The same meaning as set out in the GDPR Directive art. 4.1
GDPR Directive	Regulation (EU) 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
Personal Data	The same meaning as set out in the GDPR Directive art. 4.1
Third-Party Client	One of Adway’s Clients other than the Client specified on the Application Page

