



PRIVACY POLICY

GDPR

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1. Identification

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2. Introduction

NAU21 – Software for the Future, Lda. regards compliance with privacy and personal data protection rules relating to its clients, suppliers, employees and other stakeholders as a fundamental commitment.

NAU21 – Software for the Future, Lda. makes its website (www.nau-21.com) available to visitors (hereinafter referred to as "Users") exclusively for information purposes.

This Privacy Policy aims to provide information regarding the rights afforded to you under the General Data Protection Regulation (GDPR). Should you have any questions concerning the processing of your personal data, please contact us by email at privacy@nau-21.com.

NAU21's Privacy Policy complies with the applicable European and Portuguese data protection legislation.

As we are strongly committed to protecting Users' privacy, we may update this Privacy Policy whenever we consider it appropriate. Where such updates are materially relevant, they will be communicated through our website.

3. Data Controller

NAU21 – Software for the Future, Lda. is the Data Controller responsible for the processing of the personal data made available to us.

Personal Data means any information relating to an identified or identifiable natural person who can be identified, directly or indirectly, by reference to such information, including, for example, a name, identification number, location data, email address or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that person.

4. Personal Data We Collect and Process

NAU21 – Software for the Future, Lda. collects and processes Personal Data including, but not limited to, your name, email address and telephone number.

The Personal Data provided will only be processed for the purposes previously established.

5. How and When Personal Data Is Collected

Personal Data may be collected when you:

- a. Complete the "Contact Us" form available on our website;
- b. Register for or participate in an event organised by NAU21;
- c. Submit an application to work with NAU21 by email or through our website;
- d. Submit an application through recruitment agencies or recruitment partners;
- e. Receive services requested by our customers or business partners.

6. Legal Bases for Processing Personal Data

Consent

Personal Data may be processed on the basis of your freely given, specific, informed and unambiguous consent, expressed by means of a statement or a clear affirmative action authorising NAU21 to process your Personal Data.

We will request your consent to send newsletters, invitations to events organised by NAU21 and communications relating to NAU21's activities.

With regard to recruitment processes, we will also request your consent to retain the Personal Data collected for consideration in future recruitment opportunities.

Legitimate Interests

We process Personal Data on the basis of NAU21's legitimate interests, namely for recruitment and candidate selection purposes, according to the Company's operational needs, and to respond to contact requests submitted to us, except where such interests are overridden by the rights and freedoms of the Data Subject relating to privacy and data protection.

Provision of Services

We process Personal Data to the extent strictly necessary for the performance of activities carried out in connection with the provision of services contracted with NAU21.

7. General Rules Applicable to the Collection and Processing of Personal Data

NAU21 will process Personal Data with the utmost confidentiality, lawfully, fairly and transparently, and in accordance with the principles of good faith.

NAU21 ensures that the Personal Data collected is adequate, relevant and limited to what is necessary in relation to the purposes for which it is collected and processed.

Personal Data is processed manually and/or electronically and stored in dedicated databases, in strict compliance with the applicable personal data protection legislation.

NAU21 will not disclose Personal Data to third parties, except where required to comply with applicable legal obligations or where such disclosure is necessary for the provision of the services contracted with us.

8. Personal Data Retention Period

Personal Data will be stored and retained for the minimum period necessary to fulfil the purposes for which it was collected and subsequently processed.

Where no specific legal retention period applies, Personal Data will be retained for a maximum period of five years.

9. Rights of the Data Subject

At any time, the Data Subject has the right to:

- a. Request access to the Personal Data we hold about them;
- b. Request the rectification of inaccurate or incomplete Personal Data;
- c. Request the erasure of their Personal Data;
- d. Request the restriction of the processing of their Personal Data;
- e. Object to the processing of their Personal Data;
- f. Withdraw their consent, where processing is based on consent.

To exercise any of these rights, please send an email privacy@nau-21.com or registered letter with acknowledgement of receipt, sent to the following address:

NAU21 - Software for the future, Lda

Rua Alfredo Allen n.º 455, 4200-135 Porto, Portugal

10. Security and Confidentiality Measures

NAU21 is committed to ensuring the security and confidentiality of the Personal Data collected by implementing appropriate technical and organisational measures to protect such data against disclosure, loss, misuse, alteration or unauthorised access.

We do not sell, distribute or otherwise make Personal Data commercially available to third parties.

