

# Candidate Privacy Notice

Zafran Security Inc. | Effective: 06/11/26

Zafran Security Inc. ("we") collects and processes personal data you submit during the recruiting process — such as your name, contact details, work history, and interview notes — for the purpose of evaluating your application and communicating with you about it. Privacy questions: [privacy@zafran.io](mailto:privacy@zafran.io)

## What we collect

- Contact and identification data (name, email, phone, location)
- Professional background (CV/résumé, work history, education)
- Application responses, assessment results, and interview notes
- Data from third-party sources such as LinkedIn or recruiting agencies

## How we use it

- To assess your application and make hiring decisions
- To communicate with you about your candidacy
- To comply with legal obligations (e.g., right-to-work verification)

## Legal bases (EMEA candidates)

For candidates in the EEA or UK: we process your data on the basis of pre-contractual steps ((Art. 6(1)(b) GDPR), legitimate interests (Art. 6(1)(f)), and legal obligation (Art. 6(1)(c))

## How long we keep it

Unsuccessful candidates: up to 12 months (EEA/UK) or 3 years (US) from the date of decision.

.Hired candidates: data is transferred to your employee record

## Who we share it with

We share your data only with internal hiring teams and third-party service providers (ATS, background check, video interview platforms) bound by data processing agreements. Your data may be transferred to the US under appropriate safeguards (Standard Contractual

.Clauses for EEA/UK candidates

## Your rights

You may access, correct, or request deletion of your data at any time by emailing [privacy@zafran.io](mailto:privacy@zafran.io). EEA/UK candidates may also object to processing, request portability, and lodge a complaint with their local supervisory authority

**.We do not sell candidate personal data**