

Privacy Policy

Last updated: August 22, 2017

This privacy policy ("Policy") describes how Apptension ("Company") collects, uses, maintains and discloses personal information of users of this website, apptension.com (the "Site"). This Policy also applies to any of our other websites that post this Policy. This Policy applies to the Site and all products and services offered by Apptension.

We will not use or share your information with anyone except as described in this Privacy Policy. We store personal information for as long as necessary for our recruitment and newsletter delivery processes.

You have the right to request from us to access and rectification or erasure of personal data or restriction of processing concerning your information or to object to processing as well as the right to data portability. You also have the right to withdraw your consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

The Site is being managed using [Contentful](#) content management system.

Information Collection And Use

1. While using the Site, we may ask customer to provide us with certain personally identifiable information that can be used to contact or identify customer. Personally identifiable information may include, but is not limited to, customer email address, name, phone number, postal address ("Personal Information").
2. Personally identifiable information are:
 - a) processed lawfully, fairly and in a transparent manner in relation to customer,
 - b) collected for specified, explicit and legitimate purposes – providing services and marketing information from Apptension z o.o. about our services, recruitment and not further processed in a manner that is incompatible with those purposes,
 - c) adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed,
 - d) accurate and, where necessary, kept up to date,
 - e) kept in a form which permits identification of customer for no longer than is necessary for the purposes for which the personal data are processed,
 - f) processed in a manner that ensures appropriate security of the personal data, including protection against accidental loss, destruction or damage.

Log Data

1. We may also collect information that customer browser sends whenever customer visit our Site ("Log Data"). This Log Data may include information such as customer computer's Internet Protocol ("IP") address, browser type, browser version, the pages of

our Site that customer visit, the time and date of customer visit, the time spent on those pages and other statistics.

2. In addition, we may use third party services such as Google Analytics, Intercom and Hotjar that collect, monitor and analyze this type of information in order to increase our Site's functionality. These third party service providers have their own privacy policies addressing how they use such information.

Cookies

1. Cookies are files with small amount of data, which may include an anonymous unique identifier. Cookies are sent to customer browser from a website and stored on customer computer's hard drive.

2. We use "cookies" to collect information. Customer can instruct his browser to refuse all cookies or to indicate when a cookie is being sent. However, if customer does not accept cookies, customer may not be able to use some portions of our Site.

Behavioral Remarketing

1. Apptension uses remarketing services to advertise on third party websites to customer after customer visited our Site. We, and our third party vendors, use cookies to inform, optimize and serve ads based on customer past visits to our Site.

Google

Google AdWords remarketing service is provided by Google Inc.

You can opt-out of Google Analytics for Display Advertising and customize the Google Display Network ads by visiting the Google Ads Settings page:

<http://www.google.com/settings/ads>

Google also recommends installing the Google Analytics Opt-out Browser Add-on - <https://tools.google.com/dlpage/gaoptout> - for your web browser. Google Analytics Opt-out Browser Add-on provides visitors with the ability to prevent their data from being collected and used by Google Analytics.

For more information on the privacy practices of Google, please visit the Google Privacy & Terms web page: <http://www.google.com/intl/en/policies/privacy/>

Facebook

Facebook remarketing service is provided by Facebook Inc.

You can learn more about interest-based advertising from Facebook by visiting this page: <https://www.facebook.com/help/164968693837950>

To opt-out from Facebook's interest-based ads follow these instructions from Facebook: <https://www.facebook.com/about/ads/#568137493302217>

Facebook adheres the Self-Regulatory Principles for Online Behavioral Advertising established by the Digital Advertising Alliance. You can also opt-out from Facebook and other participating companies through the Digital Advertising Alliance in the USA

<http://www.aboutads.info/choices/>, the Digital Advertising Alliance of Canada in Canada

<http://youradchoices.ca/> or the European Interactive Digital Advertising Alliance in Europe <http://www.youronlinechoices.eu/>, or opt-out using your mobile device settings.

For more information on the privacy practices of Facebook, please visit Facebook's Data Policy: <https://www.facebook.com/privacy/explanation>

Communication

1. Customer voluntarily provides us with information and grants consent that we process information and provide customer with marketing, newsletters or promotional materials. We may use customer Personal Information to contact customer with newsletters, marketing or promotional materials and other information that may be of interest to customer. Customer 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.
2. You have the right to withdraw your consent regarding processing of personal information at any time by clicking “Unsubscribe” in any email received from us. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.
3. We may also use customer Personal Information in the recruiting process.

Security

We process all information in a manner that ensures appropriate security of the personally identifiable data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damages. We use appropriate technical and organisational measures that keep all data safe and we update and upgrade them.

International Transfer

1. Customer information, including Personal Information, may be transferred to — and maintained on — computers located outside of your state, province, country or other governmental jurisdiction where the data protection laws may differ than those from your jurisdiction. We use Mailchimp to store Personal Information on the basis of Data Processing Agreement concluded with Mailchimp, which is compliant with EU LAW.
2. If customer is located outside Poland and choose to provide information to us, please note that we transfer the information, including Personal Information, to Poland and process it there.
3. Customer consent to this Privacy Policy followed by customer submission of such information represents customer agreement to that transfer and customer consent.

Links To Other Sites

1. Our Site may contain links to other sites that are not operated by us. If customer clicks on a third party link, customer will be directed to that third party's site. We strongly advise customer to review the Privacy Policy of every site customer visits.
2. We have no control over, and assume no responsibility for the content, privacy policies or practices of any third party sites or services.

Changes To This Privacy Policy

1. We may update our Privacy Policy from time to time. We will notify customer of any changes by posting the new Privacy Policy on this page.
2. Customer is advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page

Acceptance of this Privacy Policy

We use your Personal Information for providing and improving the Site. By using the Site, you agree to the collection and use of information in accordance with this policy. Unless otherwise defined in this Privacy Policy, terms used in this Privacy Policy have the same meanings as in our Terms and Conditions, accessible at apptension.com.

Apptension is a Poland-based company and thus comply with the Polish law, in particular with the Act on Personal Data Protection of 29 August 1997 (Journal of Laws No. 133, item 883, as amended) and and regulation of the Minister of the Interior and Administration of April 29, 2004 on the documentation of the personal data processing and technological and organizational conditions which shall be met by devices and IT systems used for the personal data processing.

Contact us

If you have any questions about this Privacy Policy, the practices of this site, or your dealings with this site, please contact us at:

Apptension sp. z o.o. with its registered office in: Nowowiejskiego 55, 61-734 Poznań, Poland, registered in the Regional Court Poznań – Nowe Miasto i Wilda in Poznań, VIII Commercial Division of the National Court Register, registered in the commercial register (KRS) under no. 0000534235
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