

PRIVACY POLICY– IRISTECH, LDA

Last updated: March 11, 2025

1. INTRODUCTION

IrisTech ("we", "our" or "company"), established in Portugal, is committed to protecting your privacy. This Privacy Policy describes how we collect, use, share, and protect your personal information in compliance with the General Data Protection Regulation (GDPR) and other applicable legislation.

2. DATA CONTROLLER

IrisTech, Lda
Praceta Teixeira Gomes, 7, 2700-801 Amadora
Email: geral@iristech.pt
Tel: 211301730

3. DATA WE PROCESS

3.1 Data provided directly:

- Full name
- Email
- Phone number
- Position
- Company
- Professional data relevant for recruitment

3.2 Automatically collected data:

- IP address
- Browsing data
- Essential and non-essential cookies
- Device information

4. LEGAL BASIS AND PURPOSES OF PROCESSING

4.1 We process your data based on:

- Explicit consent (Art. 6(1)(a) GDPR)
- Contractual execution (Art. 6(1)(b) GDPR)
- Legitimate interest (Art. 6(1)(f) GDPR)
- Compliance with legal obligations (Art. 6(1)(c) GDPR)

4.2 Purposes:

- Provision of technology consulting services
- Recruitment and selection processes
- IT Outsourcing project management
- Nearshore operations
- Communications about our services
- Platform improvements

5. INTERNATIONAL DATA TRANSFERS

When we transfer data to countries outside the European Economic Area (EEA), we ensure the implementation of appropriate safeguards, such as:

- Standard Contractual Clauses approved by the European Commission
- Adequacy decisions
- Binding Corporate Rules (BCRs)

6. RETENTION PERIOD

We retain your personal data only for as long as necessary to fulfill the purposes for which it was collected, except when a longer period is required or permitted by law.

7. DATA SUBJECT RIGHTS

Under GDPR, you have the right to:

- Access to data (Art. 15)
- Rectification (Art. 16)
- Erasure ("right to be forgotten") (Art. 17)
- Restriction of processing (Art. 18)
- Data portability (Art. 20)
- Object to processing (Art. 21)
- Not be subject to automated decisions (Art. 22)
- Withdraw consent at any time

To exercise your rights, contact us at: geral@iristech.pt

8. SECURITY MEASURES

We implement appropriate technical and organizational measures, including:

- Data encryption
- Strict access controls
- Regular audits
- Continuous team training
- Privacy by design and by default policy

9. COOKIES AND SIMILAR TECHNOLOGIES

9.1 We use cookies:

- Strictly necessary
- Analytical (with consent)
- Functional (with consent)
- Advertising (with consent)

9.2 You can manage your cookie preferences through our cookie banner.

10. RIGHT TO COMPLAINT

You have the right to file a complaint with the National Data Protection Commission (CNPD) through www.cnpd.pt

11. POLICY CHANGES

We reserve the right to modify this policy. Significant changes will be communicated through our website and/or by email.

12. APPLICABLE LAW

This policy is governed by the GDPR and applicable Portuguese data protection legislation.