# Thunderkick Privacy Policy

At Thunderkick AB, referred as (“us”, “we” or “our”), we care deeply about privacy. We believe in transparence and we are committed to being upfront about our privacy practices, including how we treat your personal information. We strive to maintain the highest possible standard regarding the protection of personal data.

We welcome the new Data Protection Regulation, the General Data Protection Regulation (GDPR), which replaces the Personal Data Act and applies from May 25, 2018. It reinforces the protection of your personal privacy regarding the handling of your personal data, how we collect, process and store. This policy explains our privacy practices for Thunderkick AB.

COLLECTED INFORMATION
Within the framework of our business, we get access to the personal data you provide via our website; www.thunderkick.com. Sources to obtain your information;

**Webforms
The information you provide when filling in the webform** includes your personal details. The legal basis for this processing is your own consent and the information is obtained through its voluntary submission. Your information may be processed for the purposes of answering your queries, operating the website, providing services, website- and service security reasons and database back-ups.

**Website- and Service Usage**The information we obtain from your use of the website and or services shows your usage patterns. This includes which games you are interested in, which content you view, search enquiries, your dynamic IP address, browser type and version, operating system, referral source, length of visit, page views and website navigation paths. We can also see information about the timing, frequency and pattern of your use of our Websites and/or Services. This usage data may be processed for the purposes of analysing the use of the website and services. The legal basis for this processing is monitoring and improving our website and services.

HANDLED AND AFFECTED INFORMATION
Thunderkick AB do only process personal data to an extent considered necessary for the business.

**Applicants**You will share a lot of information about yourself as part of your application and interview process; name, social security number, contact information, curriculum vitae and personal letters, grades, certificates, photography, notes from interviews, results from various tests, background check data (credit report and excerpt from the load register), data from reference persons and correspondence between you and Thunderkick AB. We will only use your personal information to administer your application for open positions and will never share this with any third parties. All identifiable data will be automatically deleted 12 months after your application. If you don’t agree to the terms & conditions, we will not receive your information and application.

**Employees**As an employee you share a lot of information in your correspondence with Thunderkick AB; name, social security number, contact information, curriculum vitae and personal letters, grades, certificates, etc. photography, notes from interviews, results from various tests, background check data (credit report and excerpt from the load register) and data from reference persons. In addition to this; salary and account information, family contact information, employment contracts, salary documentation and notes from performance reviews are saved.

### Consent

**Applicants:** We obtain consent from you as a candidate through the application platform. **Employees:** We obtain consent from you through the employment contract.

### Protection of personal data

Your personal data handling is done in a secure process, with a number of policies fulfilled. The computer networks are intruder protected and routines for firewalls and passwords secured. Passwords for system access are replaced several times a year and there´s only a few users with admin rights that have access to the data.

### Your registered rights

You can contact us at any time if you have questions about your information, want access to these or if you want to supplement or correct the information. You also have the right to delete your personal data if the information is no longer needed for the purpose they were collected and if there are no legal obligations that prevent us from deleting them. You have the right to withdraw a consent, by letting us know you no longer approve to this.

Cookies
Thunderkick AB, do use cookies to enable your use of the websites in the best possible way. You can read more about the cookie guidelines and how you can prevent the storage and retrieval of cookies here.

## **Potential – or existing customer and suppliers**

Within the framework of our business, we get access to the personal data you provide yourself or has been gathered via third parties. The data information handling is important for our business and justified to;

* establish and maintain business relationships with you as a potential customer, existing customer or supplier.
* develop our services for you as a potential customer or existing customer.

### Potential Customers

Name, contact details, correspondence between you and Thunderkick

### Existing Customers

Name, contact details, history, correspondence between you and Thunderkick.

### Suppliers

Name, contact details, delivery history, correspondence between you and Thunderkick

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## Thinning

The information is stored as long as it is relevant and serves its purpose for ongoing assignments or future opportunities for cooperation or until you request it to no longer be included. See your rights below.

## Your registered rights

You can contact us at any time if you have questions about your information, want access to these or if you want to supplement or correct the information. You also have the right to delete your personal data if the information is no longer needed for the purpose they were collected and if there are no legal obligations that prevent us from deleting them. You have the right to withdraw a consent, by letting us know you no longer approve to this.

For questions, please contact us at hello@thunderkick.com