

Privacy Policy

How we collect, use, share and protect your personal data

Applies to the website at pracevzahranci.com | Effective date: 31 May 2026 | Version 1.0 | Governing framework: EU General Data Protection Regulation (Regulation (EU) 2016/679, "GDPR")

This Privacy Policy explains how your personal data is collected and used when you submit an enquiry or register your interest through this website, and — importantly — how your details are shared with the recruitment agencies, employers and partner companies that may contact you about work opportunities. Please read it carefully before submitting your information.

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1. Who is responsible for your data

The operator of this website (referred to in this policy as "**we**", "**us**", "**our**" or "**the Operator**") is the data controller responsible for the personal data collected through this website. This means we decide why and how your personal data is processed.

You can reach us on any privacy matter, including to exercise your rights, by email at gdpr@pracevzahranci.com.

2. A summary in plain language

We run a website that helps people find work opportunities, often abroad. When you fill in a form, we collect the details you give us. The core purpose of this service is to **pass your details to one or more recruitment agencies, staffing companies or employers** ("Partners") so that they can contact you about jobs that may suit you. We only do this

when you have given your consent. The set of Partners we work with changes from time to time. You can ask us at any time which Partners currently receive leads, you can withdraw your consent, and you can ask us to delete your data. The rest of this document sets out the detail and your full legal rights.

3. What personal data we collect

Depending on the form you complete and the information you choose to provide, we may collect the following categories of personal data:

Category	Examples
Identity data	First name, surname, date of birth or age range
Contact data	Email address, telephone number, country and region of residence, messaging-app identifier (if you provide one)
Work and eligibility data	Desired job type or sector, location preferences, availability or start date, languages spoken, relevant experience or qualifications, driving licence, and — where you choose to provide it — work authorisation or nationality relevant to working in a particular country
Application content	A CV, cover note or free-text message, if you upload or type one
Consent and communication records	The fact, date, time and wording of the consent you gave; records of messages exchanged with us
Technical and usage data	IP address, approximate location derived from it, device and browser type, operating system, referring website, and the pages you view (see Section 12 and our separate Cookie Policy)

You are not legally required to provide your data, but if you do not provide the data needed to contact you and match you to opportunities, we will not be able to provide the service or pass your details to Partners.

Special category and sensitive data

We do not ask for, and we request that you do not submit, special category data (such as data revealing health, racial or ethnic origin, religious beliefs, or political opinions). Please note that information indicating nationality or the right to work may, in certain contexts, reveal racial or ethnic origin; where you provide such information voluntarily so that we can match you to roles in a specific country, we rely on your explicit consent and use it only for that purpose.

4. How we collect your data

We collect personal data:

- **Directly from you**, when you complete an enquiry, registration or contact form, upload a document, or correspond with us.
- **Automatically**, through cookies and similar technologies when you use the website, and through analytics tools (see Section 12).

- **From advertising and referral sources**, where you reach our forms via an online advertisement or a partner landing page that passes us limited campaign or referral information.

5. Why we use your data and our legal basis

Under the GDPR we must have a lawful basis for each use of your personal data. The table below sets out what we do and the basis we rely on.

Purpose	Legal basis (GDPR Art. 6)	Notes
Sharing your details with recruitment Partners so they can contact you about work	Consent — Art. 6(1)(a)	This is the core purpose. You may withdraw consent at any time (Section 10).
Responding to your enquiry and contacting you ourselves about opportunities	Consent — Art. 6(1)(a), or steps taken at your request prior to a contract — Art. 6(1)(b)	
Operating, securing and maintaining the website	Legitimate interests — Art. 6(1)(f)	Our interest in running a functional, secure service. Strictly necessary cookies support this.
Analytics and measuring how the website is used	Consent — Art. 6(1)(a)	Collected only where you accept analytics cookies (see Cookie Policy).
Advertising and measuring the effectiveness of our campaigns (e.g. Facebook/ Meta Pixel)	Consent — Art. 6(1)(a)	Collected only where you accept marketing cookies (see Cookie Policy).
Keeping records of consent and complying with legal obligations	Legal obligation — Art. 6(1)(c); legitimate interests — Art. 6(1)(f)	We keep proof of consent to demonstrate GDPR compliance.
Establishing, exercising or defending legal claims	Legitimate interests — Art. 6(1)(f)	

6. Sharing your data with recruiters, employers and partners

The main reason this website exists is to connect you with organisations that may have work for you. When you give consent, we share the personal data described in Section 3 with one or more **Partners**. We share your data with the following **categories of recipient**:

- Recruitment and staffing agencies;
- Employers and prospective employers, including agencies acting on their behalf;
- Job-placement and labour-supply intermediaries operating in the destination countries; and
- Our service providers who process data on our behalf (for example hosting, email delivery, customer-relationship and analytics providers), who act only on our instructions under a data-processing agreement.

The specific Partners change frequently. Because the set of recruitment agencies and employers we work with is updated regularly, we identify recipients by category here rather than by name. You have the right to ask us for the list of specific Partners who are currently receiving leads, or who received your data, at any time — simply email gdpr@pracevzahrnici.com and we will provide it.

Once your data has been shared with a Partner with your consent, that Partner becomes an independent data controller of the copy of your data it holds, and its own privacy notice and obligations apply to its use of your data. Withdrawing your consent with us stops further sharing but does not by itself erase data already passed to a Partner; to have your data deleted by a Partner you may need to contact that Partner directly, and we will help you identify and reach them.

We do not sell your personal data for purposes unrelated to the work-matching service described in this policy, and we do not share it with third parties for their own unrelated marketing without your consent.

7. International transfers

Because this service relates to work opportunities that may be located in other countries, the Partners who receive your data may be located outside the European Economic Area (EEA). Where we transfer your personal data to a country outside the EEA, we ensure an appropriate safeguard is in place, such as:

- a transfer to a country recognised by the European Commission as providing an adequate level of protection; or
- the use of the European Commission's Standard Contractual Clauses with the recipient; or
- another lawful transfer mechanism permitted under Chapter V of the GDPR.

You can request a copy of the relevant safeguard, or more information about the countries to which your data may be transferred, by contacting us at gdpr@pracevzahrnici.com.

8. How long we keep your data

We keep your personal data only for as long as necessary for the purposes set out in this policy:

- **Enquiry and lead data:** retained for 12 months from your last interaction with us, after which it is deleted or anonymised, unless you withdraw consent earlier.
- **Consent records:** retained for the period during which a claim could be brought (typically the limitation period applicable in the relevant jurisdiction) so that we can demonstrate the consent was validly obtained.
- **Technical and analytics data:** retained for the period set out in our Cookie Policy.

When the retention period ends, we securely delete or irreversibly anonymise the data.

9. Your rights under the GDPR

You have the following rights in relation to your personal data. You can exercise any of them free of charge by contacting us (Section 16):

- **Right of access** — to obtain confirmation of whether we process your data and a copy of it.
- **Right to rectification** — to have inaccurate or incomplete data corrected.
- **Right to erasure ("right to be forgotten")** — to have your data deleted in certain circumstances.
- **Right to restriction** — to limit how we use your data in certain circumstances.
- **Right to data portability** — to receive the data you provided in a structured, commonly used, machine-readable format, and to have it transmitted to another controller where technically feasible.
- **Right to object** — to object to processing based on our legitimate interests.
- **Right to withdraw consent** — at any time, where we rely on consent (Section 10).
- **Right to lodge a complaint** — with a supervisory authority (Section 16).

We will respond to any request without undue delay and within one month, as required by the GDPR. We may need to verify your identity before acting on a request.

10. How to withdraw consent

Where we rely on your consent — in particular to share your details with Partners and for analytics — you can withdraw it at any time. Withdrawing consent is as easy as giving it. You can:

- email gdpr@pracevzahrnici.com asking us to stop processing and/or sharing your data;
- use the unsubscribe link in any marketing message we send you; or
- change your cookie choices at any time via the cookie settings link on the website.

Withdrawing consent does not affect the lawfulness of processing carried out before the withdrawal, and — as explained in Section 6 — does not automatically erase data already shared with a Partner.

11. Automated decision-making and profiling

We may use basic matching logic to route your enquiry to the Partners most relevant to the location and type of work you indicated. This does not produce legal or similarly significant effects on you within the meaning of Article 22 of the GDPR, and a human is involved in our handling of enquiries. We do not make solely automated decisions that produce legal or similarly significant effects without a lawful basis and appropriate safeguards.

12. Cookies and analytics

This website uses cookies and similar technologies, including **Google Analytics** and **Microsoft Clarity** (for analytics) and the **Facebook (Meta) Pixel** (for advertising measurement and targeting), to understand how the site is used, to improve it, and to measure our advertising. Non-essential cookies — including analytics and marketing cookies — are only set after you give consent through our cookie banner. Full details, including the specific cookies, their purposes and durations, and how to manage your choices, are set out in our separate **Cookie Policy**.

13. How we protect your data

We implement appropriate technical and organisational measures to protect your personal data against unauthorised access, loss, misuse or alteration, including encryption in transit, access controls, and agreements requiring our service providers and Partners to protect the data they receive. No method of transmission or storage is completely secure, but we work to protect your data and to review our measures regularly. In the event of a personal data breach likely to result in a risk to your rights and freedoms, we will notify the competent supervisory authority and, where required, affected individuals, in accordance with the GDPR.

14. Children

This website and service are intended for adults seeking work and are not directed at children. We do not knowingly collect personal data from anyone under the age of 16 (or the lower age set by applicable national law where relevant). If you believe a minor has provided us with personal data, please contact us and we will delete it.

15. Changes to this policy

We may update this Privacy Policy from time to time to reflect changes in our practices or legal requirements. When we make material changes, we will update the "Effective date" and version above and, where appropriate, notify you. We encourage you to review this policy periodically.

16. How to contact us and complain

For any question about this policy or to exercise your rights, contact us by email at gdpr@pracevzahranci.com.

If you are not satisfied with how we have handled your data, you have the right to lodge a complaint with a data protection supervisory authority. The competent authority is:

- **Agencia Española de Protección de Datos (AEPD)**
C/ Jorge Juan, 6, 28001 Madrid, Spain
Web: www.aepd.es

You may also contact the supervisory authority in the EU Member State of your habitual residence or place of work.