



Privacy Policy of Talent Garden

Effective as of May 20, 2026.

1. General Information

This Privacy Policy defines the rules for processing, storing, and protecting the personal data of users of the Talent Garden website available at: <https://www.talent-garden.co>

The owner and administrator of the website is:

Business Line Support Piotr Sobczyk
ul. Sierpińskiego 3/62
02-122 Warsaw, Poland
NIP (Tax ID): 6291045541
REGON (Business ID): 273802179
KRAZ (Employment Agency Registry No.): 13505

Contact for matters related to personal data protection: biuro@bls-group.pl

The Talent Garden portal enables:

- publishing job offers,
- publishing candidate profiles,
- recommending candidates,
- participation in recruitment processes conducted by employers and business partners.

The website is international in nature and can be used by users from all over the world.

2. Legal Basis for Data Processing

Personal data is processed in accordance with:

- Regulation (EU) 2016/679 of the European Parliament and of the Council ("GDPR"),
- Polish regulations on personal data protection,
- other applicable legal provisions.

Data is processed solely to the extent necessary to:

- provide services by electronic means,
- conduct recruitment processes,
- maintain user accounts,
- contact users,
- pursue the legitimate interests of the administrator,
- fulfill legal obligations.

3. Scope of Collected Data

The following data may be collected while using the website:

User account data:

- first and last name,
- email address,
- phone number,
- password (in encrypted form).

**Recruitment data:**

- CV,
- professional experience,
- qualifications,
- location,
- data contained in application documents,
- other information voluntarily provided by the user.

Technical data:

- IP address,
- browser type,
- operating system,
- device information,
- cookies,
- system logs.

The Administrator does not require the provision of special categories of personal data (sensitive data) as referred to in Art. 9 of the GDPR.

The User should not include such data in their CV or application forms.

4. Purposes of Data Processing

Personal data may be processed for the purpose of:

- creating and maintaining a user account,
- publishing job offers,
- publishing candidate profiles,
- enabling contact between candidates and employers,
- executing recruitment processes,
- sending notifications related to the website's activities,
- ensuring the security of the website,
- conducting statistics and analysis,
- establishing, pursuing, or defending claims.

5. Data Sharing

User data may be shared with:

- employers publishing job offers,
- entities cooperating in the execution of recruitment processes,
- technical and hosting service providers,
- entities providing IT, analytical, or mailing services,
- public authorities, if required by legal regulations.

Data is not sold to third parties.

In the case of applying for a job offer, the user consents to the transfer of their data to the entity conducting the recruitment.



6. Candidate Profiles and Data Visibility

A User publishing a candidate profile or CV acknowledges that:

- part of the data may be visible to employers,
- the scope of data visibility depends on the website settings,
- the publication of data is voluntary.

The User is responsible for the scope of data published voluntarily in their profile or application documents.

7. Newsletter and Marketing Communication

During registration, the user may consent to receive:

- information about new job offers,
- job recommendations,
- marketing information related to Talent Garden's activities.

Consent may be withdrawn at any time by:

- clicking the unsubscribe link in the email message,
- contacting the administrator.

8. Data Retention Period

Data is stored:

- for the period of holding a user account,
- for the duration of recruitment processes,
- until the consent is withdrawn,
- for the period required by legal regulations,
- for the period necessary to secure claims.

After deleting the account, part of the data may be stored to the extent required by legal regulations or the legitimate interest of the administrator.

9. User Rights

The User has the right to:

- access their data,
- rectify data,
- delete data,
- restrict processing,
- data portability,
- object to processing,
- withdraw consent at any time,
- lodge a complaint with the President of the Personal Data Protection Office.

Applications regarding personal data can be sent to the address: biuro@bls-group.pl



10. Data Security

The Administrator applies appropriate technical and organizational measures to protect personal data against:

- loss,
- unauthorized access,
- modification,
- disclosure,
- destruction.

User passwords are stored in encrypted form.

11. Cookies

The Website may use cookies for the purpose of:

- correct operation of the website,
- maintaining the user session,
- statistical analysis,
- improving the quality of services,
- ensuring security.

The User can manage cookies through their browser settings.

12. Data Transfer Outside the European Economic Area

Due to the international nature of the website, data may be transferred outside the European Economic Area.

In such cases, the administrator applies appropriate safeguards required by the GDPR, in particular the standard contractual clauses of the European Commission.

13. Changes to the Privacy Policy

The Administrator reserves the right to introduce changes to this Privacy Policy.

The current version of the document will be published on the website.

14. Contact

In matters related to personal data protection, you can contact the administrator at:
biuro@bls-group.pl