

Privacy Policy for UAV Talent (Nicoll Global Holdings Ltd)

Effective Date: 23/06/2024

1. Introduction

UAV Talent, operated by Nicoll Global Holdings Ltd (“we,” “our,” or “us”), is committed to protecting your privacy. This Privacy Policy explains how we collect, use, disclose, and protect your personal information in compliance with the **General Data Protection Regulation (GDPR)** for the UK and EU, and other applicable data protection laws in the United States and globally.

By using our services, including our website (www.uavtalent.com) you agree to the practices outlined in this policy. If you do not agree, please discontinue use of our services.

2. Information We Collect

2.1 Personal Data

We may collect the following types of personal information:

- **Identifiers:** Name, email address, phone number, IP address, and online identifiers.
- **Demographic Data:** Gender, age, and nationality (if required for specific services).
- **Professional Data:** Employment history, job applications, resumes, and qualifications.
- **Financial Data:** Payment details, if applicable for certain services or subscriptions.
- **Technical Data:** Browser type, device information, and interaction with our website.
- **Geolocation Data:** Location-based data, where enabled.

2.2 Special Category Data (UK/EU GDPR)

We may process sensitive personal data, such as government-issued IDs or health information, but only when necessary and with your explicit consent.

3. How We Collect Your Data

We collect data from the following sources:

- **Direct Interactions:** When you create an account, apply for jobs, or contact us.
- **Automated Technologies:** Cookies, server logs, and similar tracking technologies.
- **Third Parties:** Recruitment platforms, analytics providers, and publicly available sources.

4. Legal Basis for Processing (UK/EU GDPR)

We process your personal data under the following legal bases:

- **Consent:** For marketing communications or sensitive data processing.
- **Contractual Necessity:** To provide recruitment or related services.
- **Legal Obligation:** To comply with regulatory requirements.
- **Legitimate Interests:** For improving services, fraud prevention, and securing our platform.

5. How We Use Your Data

We use your data for:

- Facilitating job placements and recruitment services.
- Enhancing user experience and service delivery through analytics.
- Sending updates, newsletters, and promotional offers (with opt-out options).
- Ensuring compliance with legal obligations.
- Protecting the rights, property, or safety of our business and users.

6. Data Sharing and International Transfers

6.1 Third-Party Sharing

We may share your data with:

- **Service Providers:** Companies that help us deliver services (e.g., cloud hosting, recruitment tools).
- **Business Partners:** For career-related services, where applicable.
- **Legal Authorities:** To comply with legal obligations or court orders.

6.2 International Transfers

Your data may be transferred outside of the UK, EU, or your local jurisdiction, including to the United States. We ensure that such transfers comply with GDPR and other regulations by implementing appropriate safeguards, such as:

- **Standard Contractual Clauses (SCCs)** for data transfers outside the UK/EU.
- Ensuring vendors in the US comply with **Privacy Shield Principles** or equivalent safeguards.

7. Your Rights

7.1 UK and EU GDPR Rights

You have the right to:

- **Access:** Request a copy of your personal data.
- **Rectify:** Correct inaccurate or incomplete data.
- **Erase:** Request deletion of your data (“right to be forgotten”).
- **Restrict Processing:** Limit the use of your data under certain conditions.
- **Portability:** Obtain your data in a structured, machine-readable format.
- **Object:** Opt-out of data processing based on legitimate interests or direct marketing.

7.2 US Rights (CCPA and GPC)

If you are a US resident, you may have the following rights:

- **Right to Know:** Request disclosure of the categories and specific pieces of personal data we collect.
- **Right to Delete:** Request deletion of your personal data, subject to legal exceptions.
- **Right to Opt-Out:** Opt-out of the sale or sharing of your personal data for advertising purposes.
- **Right to Non-Discrimination:** Exercise your rights without being treated unfairly.

To exercise these rights, please contact us at hello@uavtalent.com.

8. Data Retention

We retain your personal data only as long as necessary to fulfill the purposes outlined in this policy or comply with legal obligations. Data retention periods may vary based on contractual, legal, or regulatory requirements.

9. Security Measures

We implement appropriate technical and organizational measures to protect your data from unauthorized access, disclosure, alteration, or destruction. However, no system is entirely secure, and you acknowledge this risk when using our services.

10. Cookies and Tracking Technologies

We use cookies and similar technologies for:

- **Essential Functions:** To enable website functionality.
- **Analytics:** To understand user behavior and improve services.
- **Advertising:** To serve relevant job opportunities or promotions.

You can manage cookies through browser settings or opt-out of tracking via tools like the **Network Advertising Initiative (NAI)** or **European Interactive Digital Advertising Alliance (EDAA)**.

11. Children's Privacy

Our services are not directed to individuals under the age of 18. We do not knowingly collect data from minors. If we become aware of such data, we will delete it immediately.

12. Updates to This Policy

We may update this Privacy Policy to reflect changes in our practices or legal requirements. Changes will be posted on this page with an updated "Effective Date." Your continued use of our services indicates acceptance of the updated policy.

13. Contact Us

If you have questions about this policy or wish to exercise your rights, contact us:

- **Email:** hello@uavtalent.com
- **Mail:** 167-169 Great Portland Street, London, England, W1W 5PF
- **Phone:** +44 330 133 8371
- **Online Form:** www.uavtalent.com
- For UK/EU residents, you may also lodge a complaint with your local Data Protection Authority.

For US residents, you may email us using the details above to exercise your rights under applicable laws.