

Privacy & Cookie Policy

01

Introduction

This Privacy & Cookie Policy explains how we collect, use, store, and share personal data when you use our website or participate in our assessment services. We are committed to protecting personal data and complying with the EU General Data Protection Regulation (GDPR).

This Privacy & Cookie Policy applies to all candidates and users of our services, regardless of their location. Where local data protection laws provide additional rights or requirements, those will apply in addition to this Policy.

Data Controller

The data controller responsible for processing your personal data is:

Aivaly SAS

971 CHEMIN de la Chapelle 06250 Mougins FRANCE

SIREN 100 275 635

Email: privacy@aivaly.com

By using our website or participating in an assessment, you acknowledge that your personal data will be processed as described in this Policy.

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What data we collect

We may collect the following categories of personal data:

- Cookies and similar technologies for functionality and analytics.
- Usage data, including interactions with our platform, navigation, and time spent.
- Assessment session data, including audio, video, and screen activity recordings during interviews or assessments.
- Interview transcripts generated from recorded sessions.
- Written answers and materials submitted during an assessment.
- Device and technical data, such as IP address, browser type, and operating system.

- Account or profile data, where applicable, such as name and email address.

03

How we use your data

We use personal data to:

- Conduct and administer assessments and interviews.
- Generate interview transcripts and assessment reports.
- Perform internal analysis of assessment results to evaluate skills, competencies, and performance against predefined criteria.
- Prepare assessment reports for internal review and quality assurance purposes.
- Share assessment reports and interview transcripts with the hiring company for recruitment evaluation.
- Ensure platform security, integrity, and fraud prevention.
- Improve our services, platform functionality, and user experience.
- Comply with applicable legal obligations.

We do not use assessment data for automated decision-making that produces legal or similarly significant effects.

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Legal basis for processing

Under GDPR, we process personal data based on the following legal grounds:

- Consent (Article 6(1)(a)): for recording assessment sessions (audio, video, and screen activity) and generating transcripts.
- Consent (Article 6(1)(a)): for sharing assessment reports and interview transcripts with the hiring company.
- Contract (Article 6(1)(b)): where processing is necessary to provide assessment services you were invited to participate in.
- Legitimate interests (Article 6(1)(f)): for platform security, fraud prevention, and service improvement.
- Legal obligation (Article 6(1)(c)): where processing is required by applicable law.

You may withdraw your consent at any time. Withdrawal does not affect processing carried out before withdrawal.

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Data sharing

We may share personal data with:

- Service providers (such as hosting, analytics, transcription, or infrastructure providers) acting under appropriate data processing agreements.
- The hiring company that invited you to participate in the assessment, limited to assessment reports and interview transcripts.
- Public authorities or regulators, where required by law.

We do not share audio, video, or screen recordings of assessment sessions with hiring companies unless we clearly inform you in advance and obtain your explicit consent. We do not sell personal data.

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Data retention

We retain personal data only for as long as necessary to fulfill the purposes described in this Policy, unless a longer retention period is required by law.

- Assessment reports and interview transcripts are retained for a limited period related to recruitment evaluation.
- Session recordings (audio, video, screen) are retained only as long as necessary to generate transcripts, ensure quality, or resolve disputes, and are then securely deleted.
- Technical and usage data is retained for a limited period for security and analytics purposes.

After the applicable retention period expires, personal data is securely deleted or anonymized.

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Your rights

Under GDPR, you have the right to:

- Access your personal data.
- Request correction of inaccurate or incomplete data.
- Request deletion of your data (“right to be forgotten”).
- Restrict processing.
- Object to processing.
- Withdraw consent at any time.
- Receive your data in a portable format (data portability).

To exercise these rights, please contact us at: data@sortitout.today

You also have the right to lodge a complaint with your local Data Protection Authority.

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Cookies

We use cookies for:

- Essential purposes (site functionality).
- Analytics (understanding usage patterns).
- Advertising and personalization (where applicable).

You can manage or disable cookies via your browser settings.

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International transfers

If personal data is transferred outside the European Economic Area (EEA), we ensure that appropriate safeguards are in place, such as Standard Contractual Clauses or

other lawful transfer mechanisms, in accordance with GDPR and applicable data protection laws.

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Contact us

If you have any questions about this Privacy & Cookie Policy or how personal data is processed, please contact:

Aivaly SAS

971 CHEMIN de la Chapelle 06250 Mougins FRANCE

Email: privacy@aivaly.com