



PRIVACY NOTICE

The **Data Controller** for the processing of personal data referenced in this notice is Shield Domain, S.A., hereinafter referred to as LAYER8.

For any issues concerning your personal data, please **contact** us by email at privacy@layer8.pt

In the following list, we reference the data **processing** that is relevant to data subjects external to LAYER8:

- Job applicants

For the purpose of selection and recruitment, we may collect personal data like identification, electronic contacts, education history and resume. We support this processing on our legitimate interest, and if you are selected for recruitment, we'll need to share the data with our payroll services supplier. We may store your personal data up to 5 years after receiving your job application.

- Former employees

For payments and tax records keeping, we have the legal obligation to maintain your records for up to 10 years, subject to longer periods of maintenance in offline records. We process and keep personal data relating to identification, electronic contacts, contractual relationship, human resource management and payroll processing. Some of this data is shared with our payroll services supplier, and tax authorities.

- Partners and suppliers

For the purpose of business relationship management, we rely on legitimate interest to process data such as identification, electronic contacts and employment information, like the employer company and job function. We may share some of that data with other partners or suppliers, but only when there's a business purpose that justifies it. We may keep this data up to 5 years after termination of the business relationship.

For payments and tax records keeping, we have the legal obligation to maintain your records for up to 10 years, subject to longer periods of maintenance in offline records. We process and keep personal data relating to identification, electronic contacts, and invoicing. Some of this data is shared with tax authorities.



- Current and former customers

For marketing related communications, we rely on legitimate interest to process personal data as identification, electronic contacts and employment information, like the employer company and job function. We may keep this data until the exercise of the right to object.

For payments and tax records keeping, we have the legal obligation to maintain your records for up to 10 years, subject to longer periods of maintenance in offline records. We process and keep personal data relating to identification, electronic contacts, and invoicing. Some of this data is shared with tax authorities.

- Prospective customers

For marketing related communications, we rely on legitimate interest to process personal data as identification, electronic contacts and employment information, like the employer company and job function. We may keep this data until the exercise of the right to object.

- Subscribers of statuspage service

For the purpose of email alerts when a monitored service changes its status or there is relevant information about it, we rely on legitimate interest to process your email address. We may keep this data until the exercise of the right to object.

Data subjects have the **rights** to access, rectify, erase, restrict, transfer and to lodge a complaint with a supervisory authority (in Portugal the Supervisory Authority is “*Comissão Nacional de Protecção de Dados*” – CNPD). Data subjects also have the right to object to processing of personal data concerning him or her which are based on legitimate interest or that are processed for direct marketing purposes.

Data subjects have the right to withdraw his or her given consent at any time. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.

LAYER8 does not use automated decision-making, including profiling, for the above mentioned processings.

Please note that these rights are not absolute, and there are situations where it is not possible to provide certain rights. For example, if the data subject exercises the right to erase his data, we can only do this when we finish all our legal obligations, which override that right.