

# Privacy Policy

This policy is effective as of **02/17/2026**.

This Privacy Policy applies to the information and data that **AWWCOR Inc.** located at 8 The Green, STE A Dover, DE 19901 collects when you use our website or our products and services.

## Summary

This policy applies to:

- Visitors to our website
- Customers
- Associates
- Candidates

The purpose of this Privacy Policy is to let you know how we collect, use, store, share, retain, transfer, and process your Personal Information. This policy also describes your choices and rights with respect to your Personal Information and how to exercise those rights. “Personal Information” is any information relating to an identified or identifiable individual.

We may amend this policy from time to time. We encourage you to review this policy periodically, as changes will be posted on this page. If we make any material changes to this policy we will provide a prominent notice. If you do not agree with this policy, you should not use our website, products, or services.

This Policy covers:

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## What Personal Information We Collect

We collect various types of information depending on how you interact with us and what products or services you use.

### **Personal Information you provide to us**

If you fill out a form on our website that requires contact information, such as registering as a candidate or submitting a request for our services, we will collect and process that information to provide you with the communication, products, or services. These types of Personal Information may include your name, email address, phone number, company name, job title, physical address, payment, and billing information, links to social media profiles, and employment history.

### **Personal Information collected when you visit our website**

When you use our website, we may automatically collect certain information, such as your IP address and user-agent information (which is automatically sent by your web browser and may include device type).

### **Personal Information collected when you use our products or services**

When you use our products and services, we collect other types of Personal Information. These types of Personal Information include:

- Name
- Email address
- Street Address
- Telephone Number
- Company name
- Job title
- Payment and billing information
- Links to your social media profiles
- Employment history data
- Emergency contacts
- Payment and billing information



We may also collect usage data regarding your use of our products and services, and this data may contain Personal Information.

We also collect payment and billing information when you register for the use of our products and services. For example, we may ask you to provide a billing address for your account and payment information. We use this information solely to process payments and provide our products and services.

If we need sensitive personal information such as health information, government-issued identification information, or information about your race, religion, political opinions, or other similar sensitive data, we will collect such information only with your explicit consent.

Unless otherwise noted in this policy, we act as the “controller” of personal data that we collect and process.

## **How We Collect Information**

We collect Personal Information from you when you voluntarily provide it to us, such as during registration, account creation, or when you contact our customer support. We may also collect information automatically when you use our website or products/services. For example, we may collect information about how you interact with our website, such as the pages you visit, the links you click, and the time you spend on our site. We may also collect information about how you use our products or services.

We may collect personal information from other sources, such as:

- Publicly available databases (e.g., government records, property records, social media profiles)
- Affiliated companies or business partners
- Third-party data providers (e.g., marketing analytics firms, credit bureaus)
- Authorized users, or customers

## **How We Use Your Information**

We process your personal information for the following purposes:

- To provide our services to you and our clients.
- To respond to your requests for information.
- To contact you with updates about our services.



- To market and advertise our services, including sending marketing communications, with your consent.
- To analyze and improve our website and services.

## The Legal Basis For Collecting and Processing Information

We use the following legal bases for collecting Personal Information:

Website Registration (as Candidate or Client)	Create a user account, provide access to services	Name, Email address, Password, Resume, Company Name, Social media page, Country of residence / Company location	Consent (Article 6(1)(a) GDPR)	Until account deletion or legal requirement
Becoming an Associate or a Client	Receiving clients requests, provide HR services, manage payments, provide customer support	Name, Email address, Skype ID, Social media page, Legal Address, Gender, Billing details	Contractual necessity (Article 6(1)(b) GDPR)	As required by law or for accounting purposes
Emergency contacts request	Gather our Associate's emergency contacts	Name, Email address, Mobile number, Medical history	Legitimate interest (Article 6(1)(f) GDPR)	Until objection or legal requirement
Customer Support	Handle inquiries, provide assistance	Name, contact information, product usage data	Contractual necessity (Article 6(1)(b) GDPR)	As required by law or for customer support purposes
Compliance with Legal Obligations	Fulfill legal and regulatory requirements	Personal data as required by law	Legal obligation (Article 6(1)(c) GDPR)	As required by law



## How We Share Information

We share Personal Information with our affiliates and partners, as needed to provide our services. We share Personal Information with service providers such as accountants, payment processing companies, and other vendors we use to operate our website and provide our products and services.

Our vendors and service providers are not permitted to use your personal information for any purpose other than to provide contracted services. Vendors are not permitted to use your personal information for their own marketing, and are not allowed to share your information for marketing purposes.

We may share personal information in response to a legal summons or subpoena, or if required by law enforcement agencies.

## How Long We Retain Your Information

We retain your personal information for as long as you remain an active user of our services. We will retain your personal information for a minimum of three (3) calendar years after the termination of your relationship with us. However, we may retain certain records for a longer period if required by law, tax regulations, or for legitimate business purposes, such as resolving disputes or defending legal claims.

## Cookies and Other Tracking Technologies

**We do not collect any cookies or similar tracking technologies on our website.** However, please note that our website may contain embedded content from third-party services (e.g., social media buttons and analytics tools) that may set cookies on your device. We recommend reviewing the privacy policies of these third-party services for more information about their cookie usage and how to opt-out.

## Your Rights Regarding Access to and Control over Personal Information

If you reside in the EU/EEA, you may have the following rights with regard to your personal information:

- **Right of information and access** - You have the right to access your Personal Information we have about you and to be provided with a copy of your Personal Information.
- **Right to rectification** - You have the right to correct or update your inaccurate or out-of-date Personal Information.
- **Right of erasure** - You have the right to request that your Personal Information be permanently erased/deleted.
- **Right to restrict processing** - You have the right to restrict the processing of your Personal Information.
- **Right to object to processing** - You have the right to object to specific types of processing of your Personal Information.
- **Right to portability** - You may ask to receive a portable copy of your personal information in a format that may be transferred to another organization.
- **Right not to be subject to decisions based solely on Automated Decision Making** - You have the right not to be subject to decisions based solely on automated processing.
- **Right to complain to a data protection authority** - You have the right to complain to a supervisory authority in the country in which you reside, details of which can be provided upon request or to the lead supervisory authority for AWWCOR Inc., which is **Data Protection Commission** located in 21 Fitzwilliam Square D02 RD28 Dublin 2 Tel. +3531 7650100; +353 1800437 737; Email: [info@dataprotection.ie](mailto:info@dataprotection.ie); Website: <http://www.dataprotection.ie/>
- **Right to withdraw consent** - If you have given us consent to collect or process your Personal Information, you may withdraw that consent at any time.
- **The Right to Non-Discrimination** - We may not discriminate against you if you exercise your privacy rights.

If you wish to exercise any of these rights, please submit a request here:

<https://awwcor.com/dsar>

Please note that your rights to portability, erasure, and right to withdraw consent or object to the processing of your personal information may be exercised only after you have fulfilled all of your contractual obligations to us and ceased using any of our products or services.

Certain personal information may be retained for a longer period, for a minimum of three (3) calendar years, for legal or tax purposes, even after you have ceased using our services in accordance with applicable legal requirements. This information will not be processed or shared with any third parties.

We may charge a reasonable fee if your request is not valid under applicable law, is repetitive, or is excessive. We may also request additional information from you in order to verify your identity before processing your request.

## Information for California Residents

The California Consumer Privacy Act (CCPA) applies to information collected from California residents. Residents of California have the following rights with regard to their personal information:

- **The Right to Know and Access Information**  
The categories of personal information we collect are described above in the section entitled “ The Information We Collect”. California residents may submit a verifiable request regarding the information collected, the types of sources from which personal Information is collected, the purposes for which information is collected, and the specific personal information collected about them.
- **The Right to Have Personal Information Deleted**
- **The Right To Portability**  
California residents may request a copy of their personal information in a format that can be transferred to another person or entity.
- **The Right to Non-Discrimination**  
We may not discriminate against you if you exercise your privacy rights.

You may be asked for more information in order for us to verify your identity when you make a request. You may exercise your rights by sending your request to [requests@awwcor.com](mailto:requests@awwcor.com) or using [this form on our website](#).

We do not sell Personal Information to third parties (under California Civil Code Sections 1798.100-1798.99, also known as the California Consumer Privacy Act of 2018).

The sections above, “What Personal Information We Collect” list the categories of Personal Information we have collected in the preceding 12 months.

## International Data Transfers

Personal Information may be transferred from users residing in the European Union to our servers, partners, or vendors located in the United States and other non-EU countries where there may not be an adequacy opinion issued with respect to that country. We have taken appropriate safeguards to ensure that Personal Information remains protected wherever it is transferred. When we transfer the Personal Information of individuals in the European Economic Area (“EEA”), Switzerland, or the United Kingdom (“UK”) to the US, we make use of the Standard Contractual Clauses and the UK Addendum as well as additional safeguards



where appropriate. To obtain a copy of our Standard Contractual Clauses, please contact [requests@awwcor.com](mailto:requests@awwcor.com).

## Security

We take all reasonable steps to protect the information we receive from you from accidental or unlawful destruction, loss, alteration, and unauthorized disclosure or access. We have put in place appropriate physical, technical, and administrative measures to safeguard and secure your information, such as:

Personal data is encrypted during transmission.

Personal information is encrypted at rest at our data centers.

Employees are given access to users' personal information only on a "need-to-know" basis.

All employees are required to receive training on information security.

All employees with access to personal information are required to sign a binding confidentiality agreement.

Before sharing personal information with our vendors, we make sure they have implemented security procedures to protect your data. Our vendors and partners are not permitted to use or share your information for any purpose other than to provide the services for which they have been contracted.

## Automated Decision Making and Profiling

We do not engage in automated decision-making processes, including profiling, that produce legal effects or significantly affect individuals.

## Children's Privacy

We do not knowingly collect or solicit personal information from children under the age of 13 without parental consent unless permitted by law. If we become aware that we have collected personal information from children under the age of 13 without parental consent (or as permitted by law), we will delete it. If you believe a child may have provided us with personal information without such parental consent, please contact us.

California consumers: We will not sell the information of California consumers who are 16 years old or younger unless we have prior parental authorization. If a California consumer is under the age of 13, a parent or guardian must consent to the sale of such minor's personal information. If the California consumer is between the ages of 13 and 16 years old, the minor



may consent on an opt-in basis to the sale of their personal information. Our sites directed toward children will ask for age verification and will require appropriate consent.

EU residents: We do not collect or process personal information of data subjects in the EU under the age of 16 without explicit consent from a parent or guardian.

## **Sensitive Information**

Unless specifically requested by us, we ask that you refrain from disclosing sensitive personal information, such as your health information, government-issued identification information, or information about your race, religion, political opinions, or other similar data, on or through our websites or otherwise.

However, in certain situations, such as for emergency contact purposes or to comply with legal requirements, we may request that you provide specific types of sensitive personal information, such as your emergency contact details or medical history, including any special conditions you may have. Such information will only be collected with your explicit consent and processed in compliance with applicable data protection laws.

If necessary for the performance of our services, we may share your sensitive personal information with our clients who require such data to fulfill their contractual obligations with you. We will only share the necessary information and ensure that the recipient is informed about the nature of the data and the purpose of its processing. Any such data sharing will be conducted in full compliance with the GDPR.

## **Contact Us**

If you have any questions about this privacy policy, or if you want to exercise your privacy rights as outlined above, please contact us at [requests@awwcor.com](mailto:requests@awwcor.com), 8 The Green, STE A Dover, DE 19901