Student Node Privacy Policy

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Here you can read about what information we collect about you, what we do with it and what others may come to know about it.

Student Node AB is responsible for your information and the information you have provided to us.

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C/O: Poolia Sverige AB

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Who are we at Student Node?

Student Node AB helps current and former students get contacts, insights, matching, jobs and career opportunities. We do this mainly in two ways:

(i) Through web services ("Web services") a portal for events, fairs and labor market days used by customers and partners (student associations, student unions, colleges, colleges, universities, other universities or other actors). Contact information, the CV and other information specified in the registration of the account are then also shared from Student Node to the organizer of the event, which in turn can further share your information according to desired preferences, for example, employers you clicked in to want to have contact calls or uploaded a personal letter to. This organizer can for example be a student association. Student Node can use Web services themselves when they perform their other services ("Other Services") as below.

(ii) By Other Services where Student Node:
- Provide contact information to relevant employers, partners and suppliers.
- Does headhunting, recruitment and staffing through us or our partners.
- Hosts events, helps partners and customers with events or events together with Student Node.

Collection of personal information

In order to help you as a student and / or a professional to get contacts, insights and job opportunities by providing a Web service for events and / or career fairs with associated services ("Services"), Student Node will collect the following personal information from you :
- Your e-mail address
- Your name
- Your telephone number
- Your university
- Your education
- Your graduation year

This information will be necessary for you to be able to create an account with us with two exceptions:

(1) Through some Web services, organizers may have changed the fields so that, for example, the field for "Your graduation year" could come to be changed to "your master degree" or something else that they feel is relevant to change.

(2) If you created an account before January 1, 2019 via the specific link studentnode.com/signup, only your email was required. However, this system is no longer in use since 1 January 2019.

Additional information you have the opportunity to share with us is:
- Other information about your education
- Your CV
- Answers to various optional questions and answers (if available)
- Links to your online profiles (Today: LinkedIn, Github, Dribble and another link / web page)
- Your personal letter to different employers
- Which employers you are interested in working with or wanting contact with

If you created an account before January 1, 2019 via the specific link studentnode.com/signup, you could share more information than described above, however this system is not in use since 1 January 2019.

We advise you to not provide us with sensitive personal information regarding ethnic origin; political opinions; religious or philosophical beliefs; membership of trade union, information on health and information on gender affiliation. Therefore, we reserve the right, without your consent, to delete all information above, as well as personal information regarding others than yourself.

Information we, our partners, suppliers, customers or other third parties may save about you:

- Statistics on how many events you have been on
- How many times you signed up for different events
- If you are a good match for jobs, events, or others career-related purposes and activities
- References where you recommend or have been recommended by someone.
- Custom text fields that have screening, career purposes, feedback and support questions to do

Other information that we collect about you.

We collect some information in connection with using our Service such as createing a user account in any of our Web services, administers your user account for a Service, make a request for interest, sign up for an event or contacts us for support.

We get some of the information by registering how you interact with our Services and products, for example using technology such as cookies in our Web services and receiving usage data from software running on your device. We get the information that your web browser provides.

For example, when you visited our Web service, which device you used, how big the screen is, which website you came from when you went to our Web service, which web browser you use and its version as well as language settings and what links you have clicked on in our Web services. The purpose is to be able to keep statistics about which Services users primarily use though also to be able to solve bugs faster when we notice that only certain devices or some browsers has a technical problem. Though also to troubleshooting a problem you have had so we can see which device you used and more described above.

We also use data to analyze where our traffic comes from and where it goes to. For this, we use third-party companies such as Google Analytics and SendInBlue where the latter system, for example, tracks if you clicked links in an e-mail from us.

Through our Web service, we also collect data and statistics on which employers you are interested in in order to offer good jobs and career opportunities or in order for a student union that is the administrator of any of the Web services to be able to match you with employers, for example, "meetings" where you can talk with employer.

We also collect information that you provide to us and the content of any messages you send to us, such as feedback you write, or questions and information you provide to us. Please note that if you request that we do not contact you by e-mail, we will keep a copy of that e-mail address and telephone number in our mailing list to ensure that you do not receive any unwanted mail or SMS.

How do I know that you collect information about me?

We start collecting information about you when you accept Student Nodes Terms of Use on a website, or another digital platform where this opportunity existed.

Use of personal data

We use your information as follows:

What will we do with your information?

In order to give you contacts, insights and job opportunities, we can share your data with partners, suppliers,customers and within the consortium to Poolia Sverige AB and it's subsidiaries who are interested in contacting you for jobs and employer branding purposes. Employer branding can, for example, be invitations to an event at the employer in order to see what jobs and career opportunities they offer. All mandatory and voluntary information that you have provided to us under the heading "Collection of personal data" is such relevant information that we share or use ourselves. The more

voluntary information you choose to upload, the greater the chance that employers will be interested in you and thus contact you. Usually, data is then used to search for relevant persons for example a certain employer. This may mean that in a recruitment process, they screen, sort and look at your CV and the other data you provided to see if you are interesting. Then, we or the other party mentioned above can contact you voluntarily, often by e-mail, SMS or phone call.

If you use our Web service via a student association and their career fair, your data can be used by us and / or them, for example to match you with meetings or to remind you of the event. The student union can then also share your data with the employers you have chosen to have meetings with so that they can filter out and choose who they want to meet.

Legal basis: We need to collect the information about you in order to be able to fulfill the agreement you have entered with Student Node which you can read here: https://www.studentnode.com/anvandarvillkor.

How can we share your information?

When we share the information about you as we mentioned above it can be done in this way:

- An Excel file, PDF file, CSV file or Google Sheet link
- Paper
- SMS
- Text in an email message
- Text in LinkedIn message
- Web service administration
- page APIs

Legal basis: To be able to fulfill the agreement you have entered with Student Node you can read here: https://www.studentnode.com/anvandarvillkor.

How can our partners come to store your information?

You can store in other formats and systems of the receiving party than the ways we share your data as described above. Regardless, they must always indicate that you come from us so that we can remove you or change information about you.

Legal basis: To fulfill the agreement you entered into with Student Node that you can read here: https://www.studentnode.com/anvandarvillkor.

Security

We use the information to protect our products, Services and customers safety to detect and prevent fraud and to resolve disputes and enforce our agreements. We can also block the delivery of a message or delete the content if it violates our Terms of Use.

Legal basis: Our legitimate interest.

Marketing - Email and SMS

We may use your contact information such as your email or direct marketing to your phone number about our Services and partners. You can at any time Unregister from receiving continued mailing and SMS.

Legal basis: Our legitimate interest.

To get anonymised statistics

One purpose of saving data is to make it easier for our partners, such as student associations, who want to see and present comprehensive and anonymized statistics about how many people came, what you as students study and which employers different target groups want meet. We use unidentified personal data for this purpose, ie. data that cannot be traced back to a specific person.

Legal basis: Our legitimate interest.

Other Purposes

If we intend to use any personal information to any extent that does not comply with this Privacy Policy, we will notify you before or request your permission.

How do you protect my data?

Student Node cares about your data because our business is based on your credibility being able to handle information about you that can be perceived as private. The information you provided to us must be communicated to employers and partners so that they can see if you are relevant to them. In order to tackle the great responsibility of managing your data, we have taken the following actions:

- All partners and customers who get access to your data have signed an agreement with us where they promise to handle your information in an ethical manner. It includes, among other things, that they do not in turn have to pass on or sell data, spam, text or email advertisements to you. They may only use your contact information for recruitment or employer branding purposes only.

- We can also protect you by requesting your data to be deleted from our partners and customers. Contact us and we will help you!
- The technology we use on our platforms meets the latest technical standards in the industry. For example, we use encrypted communication "https" instead of "http" between your web browser and our servers.
- For hosting and storing data for our Web services, we use Firebase from Google as well as the Google Cloud Platform that follows the GDPR and continuously works to improve IT security.

Where is your data processed?

We always do our best to ensure that your personal data is not stored or otherwise handled in countries outside the EU / EEA. If your information is still to be transferred or handled in countries outside the EU / EEA, we will ensure that we have taken sufficient security measures, which means that your information is handled in a way that achieves a sufficient level of protection according to the applicable regulations.

To whom can we share your data?

In order to offer you the Service, we can share your personal information with our Group companies, subcontractors and / or service partners (ie companies we have engaged to provide customer support, host our Services or protect our systems). Also authorities in the event of legal requirements and suspicion of crime.

To our customers and partners that Student Node entered into an agreement to provide Student Nodes Services to you as a user. We limit ourselves to having relevant offers for you and we also limit them to not use your data for other purposes than job offers or employer branding. In clear language, it means, for example, but not only, recruitment processes, headhunting and events where you get in contact with different employers in their office or any other place.

Student Node has the right to assign its rights and obligations under this Privacy Policy. In addition, Student Node has the right to hire subcontractors for the performance of their tasks according to this personal data policy.

If the ownership of our business is changed, we may assign and transfer your information, including your user account and your personal information, to the new owner or partner, whether resident or operating within or outside the EU / EEA, so that they can continue to provide Services to you. This includes any transfers and assignments to a company within the Student Nodes group, including an owner or subsidiary of Student Node. A new owner must still meet the commitments we have made to you in this Privacy Policy.

How long will we store information about you?

Many of our users study for three years (Bachelor's degree), five years (Master's degree) or seven years (PhD) and use our Services both during and a few years after their studies.

With the above as a background (5 years of education on average + 2 years as a young professional / alumni) we save your data for seven (7) years in order to fulfill our obligations to you during and some time after your studies. This applies from the last time you registered or been active through any of our Web services. Some examples of being active in our web services are that you have been logged into your account and changed something like your contact details, your CV or a choice of something else.

Please note that we may need to keep information about you for more than seven (7) years to the extent that we are required to do so by law, regulation or governmental decision.

Your rights

As registered, you have certain rights regarding the processing of your personal data. If you want to exercise these rights or have questions about this, you can contact us at dataskydd@studentnode.com and specify the right you want to use below.

In order for us to be sure that you and no one else wants to request your information, your request must be sent from the same email address where you include your: full name and phone number. If we would still be uncertain that it is really you who sent us a request, we can, if we need to, contact you to be able to ensure this.

Right to access:

You have the right to both receive confirmation of whether your personal data is processed and information about how your personal data is processed. You also have the right to receive a copy of the personal data that is being processed. In those cases, we release a CSV file.

Right to correction:

You have the right to correct incorrect personal data. You also have the right to supplement incomplete information by providing information.

Right to be erased:

Under certain conditions you have the right to request deletion of your personal data. This applies when: The

- Data is no longer needed for the purpose for which they were processed.
- You close your account and thus cancel our agreement.
- You object to the treatment, and there are no more important reasons for continued processing.
- The personal data has been processed without a legal basis.
- A legal obligation requires deletion, and Student Node is subject to such duty.
- Student Node deletes your personal information at your request, provided that Student Node is not obliged to save your personal data in accordance with applicable law, regulation and authority decisions.

Right to limit the processing your personal data:

Under certain conditions you have the right to request a limitation of our processing of your personal data. This applies, for example, if you dispute the correctness of the data and we must therefore check this.

Right to data portability:

You have the right, under certain conditions, to obtain the personal data you have provided to us and that concern you. In such cases, this shall be disclosed in a structured, commonly used and machine-readable format. If it is technically possible, you have the right to ask us to transfer the personal data directly from us to another person responsible for personal data. In this case we will provide a JSON file.

Right to file a complaint:

You have the right to file a complaint to a supervisory authority. In Sweden, the supervisory authority is the Datainspektionen.

Right to objection:

In some cases you have the right to object to our processing of your personal data. In all cases where we treat your information with the support of a legitimate interest with us, you have the opportunity to object to the treatment.

Who is responsible for my personal information?

Student Node is responsible for your personal data. If you suspect that Student Node has processed personal data incorrectly, you have the right, above, to file a complaint with the Data Inspection. Please let us know in connection with it so that we can start acting.

Correction and changes in my account

Can I correct or change the information you have about me?

According to your rights stated above, you will correct your information you provided to us. You can change the information by logging in with the account you created on the respective Web service or sending a request to dataskydd@studentnode.com.

Changes we make

We also have the right to make changes to your data and your profile that you create in our Web services. This means that the layout may be changed, but also that we can update information that is not updated so that you increase the chances of getting a job. We are constantly developing our Web services and therefore categorizations and data can also be changed, adapted or changed to updates and more.

Changes in Student Nodes privacy policy.

From time to time, we may, at our discretion, make changes to the privacy policy. When we make significant changes to the privacy policy, we give you a clearly inform you by e-mail, for example. When a policy is updated, the date of the latest update changes at the top of the policy and the older versions remain on the web link: https://www.studentnode.com/integrity policy.

In some cases, we will notify you in advance, to the extent required by law, and your continued use of the Services after the changes have been made will constitute your acceptance of the changes. Therefore, please read all such messages carefully.

How do I delete my data?

Contact us by email at dataskydd@studentnode.com with the heading "I want to be deleted".

In order for us to be sure that you are and no one else is able to request your information, your request must be sent from the same e-mail address where you include your: full name and telephone number. If we were still uncertain that it was you who sent us a request, we may contact you to ensure this. We then make sure that all information we have about you is deleted as soon as possible but within 30 days.

However, you need to be aware that we will not be able to continue to deliver our Services as soon as we have approved your request to be deleted.

Contact

If you have any questions about the privacy policy you have just read, you are welcome to contact us. You can find our contact information at https://www.studentnode.com/kontakt. You can also email: hello@studentnode.com for general questions and dataskydd@studentnode.com for questions related to your data.

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