

# Privacy & Cookie Policy

MANGOSOFT, an international software development company, together with its affiliates and subsidiaries (collectively referred to as “MANGOSOFT” or “we) has developed this Privacy & Cookie Policy (“Policy”) to outline the use of online data collection, storage and protection practices. This Policy also contains information on the use of cookies on our websites.

Please ensure that you read this Policy carefully before visiting the Website. We will process your data only in the ways described in this document. We retain the right to update this Policy and inform you before introducing such changes.

If you have any questions or comments as for this Policy, please contact us at [hello@mangosoft.tech](mailto:hello@mangosoft.tech)

## The Privacy Policy

### INTRODUCTION

This Privacy Policy provides a detailed overview on what and how your data is gathered and used by MANGOSOFT when you visit the company’s website <https://mangosoft.tech>, and relative subdomains (collectively referred to as “Websites”), and when you reach out to MANGOSOFT by sending an email, filling out the contact form or otherwise, or when you apply for a job advertisement posted on our Website.

### SOURCES AND TYPES OF YOUR PERSONAL DATA

MANGOSOFT may collect and process information that:

- you personally leave to us by e-mail or fill in the contact form - you give us your name, phone number, e-mail address, communication content and other data associated with the further communication;
- from your device(s), in particular, hardware model, version of the operating system;
- you provide while interacting with our websites, for example, using cookies (for details see the Cookie Policy) and web forms;
- received from third parties, such as recruitment agencies, your representatives;
- obtained from open sources, for example, profiles on social networks, public websites, press releases.

### PURPOSES OF PERSONAL DATA PROCESSING

MANGOSOFT processes your personal data only if there is a legal basis for this. We may process your personal data related to specific purposes below:

- To take into account your expectations as a data subject with consent to data processing;

- To comply with legal obligations specified in a specific law or regulation;
- To satisfy the legitimate interests of the members of the MANGOSOFT group, unless such interests are violated by your interests or fundamental rights and freedoms.

More specifically, personal data submitted to us through this website and personal data we collected from you or third parties or from public sources will be used for the purposes based on the legal grounds as follows:

- Communication, based on MANGOSOFT legitimate interest:

If you have contacted us via this website or otherwise, we retain the right to use your personal data to be able to answer your questions, arrange the meeting, call, or organize any other communications. Please take into account that this communication may be recorded and stored by MANGOSOFT representative in MANGOSOFT corporate system.

- Marketing and public relations, based on your consent:

You are, as a website visitor, should be informed on the use of cookies with an aim to process your data and carry out marketing research. We analyze the characteristics, behavior, and habits of this website visitors to evaluate the effectiveness of our marketing communication and to adjust it to the market tendencies. MANGOSOFT plans its marketing activities, creates analytics and profiling for business intelligence to target our advertising.

If you are a subscriber, who gets or would like to get company's marketing materials, we can process your personal data to provide you with company information, spread promotional materials, send updates on the changes and adjustments to our services, send you e-mail notifications or newsletters.

- Recruitment

- based on your consent:

if you are an applicant, we will use your personal data to guide you through the recruitment process, arrange meetings, assist you in cooperation with MANGOSOFT and enable you to submit your CV, apply for open positions online or express your wish to relocate.

- based on MANGOSOFT legitimate interest:

in some cases, we retain the right to show your resume upon the client's request. We may show your CV or any other documents submitted by you to a potential client for the purpose of business cooperation to confirm your skills and qualifications. This information will be used to prove the expertise of our employees and partners.

In case MANGOSOFT is planning to change the purpose of processing to such that is incompatible with the original one, we will contact you to provide you with further information on purposes for processing prior to it taking place, at all times ensuring appropriate legal basis for processing, which may include asking for your additional consent.

## **RECIPIENTS OF PERSONAL DATA**

All your personal data will be kept in strict confidentiality and will not be disclosed to unauthorized third parties or made public without your prior notice in this notification or in person.

As MANGOSOFT is an international company, we may disclose your data by transmitting or sharing your personal information from other parties located in different countries of the world. To the extent permitted by adopted data protection laws, your personal data may be transferred between various locations of MANGOSOFT. Thus, the information might be processed in the European Economic Area and outside of it. Depending on the goal of data disclosure, we may apply different regulations to ensure your data will not be disclosed to third parties outside our organization. Such disclosure and transition of your personal information can be conducted only for the purposes set out in this Policy and within the scope of the legitimate interest of MANGOSOFT.

We might also share your data with our clients and partners to confirm your skills and qualifications. In these cases, your data will be disclosed to auditors, agencies, supervisory authorities or to other external service providers on fact-finding bases to comply with our contractual obligations.

#### **STORAGE AREAS OF YOUR PERSONAL DATA**

The data collected by MANGOSOFT is stored in the information systems owned and managed by MANGOSOFT and in the cloud systems. All information that you provide to MANGOSOFT is stored (including backups) in a secure environment that is certified in accordance with the world's leading security standards (currently ISO / IEC 27001: 2013 "Information Security Management System"). As soon as MANGOSOFT receives personal data from you, a third party or from a public source, it will use all reasonable procedures and security measures to avoid unauthorized access, loss, disclosure or alteration of personal data.

We utilize all the necessary technical and physical security measures to protect your personal information from an accidental or unlawful destruction, leakages, hacker attacks, unlawful disclosures, loss, alteration, or unauthorized access.

Please note that, unfortunately, the transmission of information via the Internet (including by email) is not completely secure, and although MANGOSOFT will do its best to protect your personal data, we cannot guarantee the security of your data during transmission. Accordingly, please continue any such transfer at your own risk.

#### **STORAGE PERIOD**

We will not store your data for longer than necessary to fulfill the main purpose of its processing, transmission or storage. We take into account the volume, nature, and sensitivity of personal data, the purpose of processing, as well as the means used to measure and determine the shelf life required in each situation.

We must also take into account the periods during which we may be required to retain personal data in order to fulfill our legal obligations or to deal with complaints, inquiries and protect our legal rights in the event of a claim. If we no longer need your data, we will securely delete it from our servers.

## **YOUR PRIVACY RIGHTS AND CONTROL DATA**

You, as a Data Subject, have the right to:

- Request information about the reasons and methods used to store your data. You might also enquire what the information is and request an explanation of why we use it.
- Request access to your private data. You retain the right to receive a copy of your personal information to ensure that we comply with adopted laws and regulations.
- Request correction of the personal information that we hold about you. If we have any incorrect or incomplete data, you can ask us to correct it and fill out with missing details.
- Request to delete your personal information from our server. It enables you to ask us your personal data where there is no good reason for us to continue to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- Object to processing your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your situation and background which poses a significant reason to object it. You also have the right to object when we are processing your data for marketing campaigns.
- Object to automated decision-making when you do not want to share your personal details or sensitive information for marketing or any other reasons.
- Request the restriction on your personal data processing. This enables you to ask us to stop the processing of your personal data if you have any data to its accuracy or purpose of use.
- Request the transfer of your personal information in an electronic and structured form to you or to another party. This enables you to request an electronic useable form of your data that can be delivered to you or another party.
- Withdraw consent. You have the right to withdraw your consent to the collection, processing, and transfer of your personal information for a particular purpose at any time. As soon as we get your request to withdraw consent, we suspend keeping, processing and transmitting your data, unless we have another legitimate basis for doing so in law. The withdrawal of consent does not affect the lawfulness of the company's actions before and after its withdrawal.

# The Cookie Policy

## INTRODUCTION

This Policy applies to the company's website <https://mangosoft.tech>, and relative subdomains (collectively referred to as "Websites") which are managed by or on behalf of MANGOSOFT.

By using MANGOSOFT websites, you consent to our use of cookies in accordance with this Policy. If you do not agree with our use of cookies in this way, you should configure your browser settings accordingly or not use our websites. If you disable the cookies we use, this may affect your user experience on the MANGOSOFT websites.

## COOKIES THE MANGOSOFT WEBSITES USE

When you visit MANGOSOFT Websites, we may use cookies and any other analytical codes on your device, browser or the webpage you are visiting, in order to improve user experience, identify habits, behavior patterns demonstrated by our customers, and secure MANGOSOFT Websites.

Cookies represent simple documents with text. As a rule, they do not contain any information that personally identifies someone. However, personal data stored in this field might be linked to the information obtained from cookies. "First-party cookies" are cookies that belong to the MANGOSOFT Websites and are located on your device. "Third-party cookies" are cookies that the other party places on your device through our Websites.

Our websites use different types of Cookies as follows:

- Functional cookies. These Cookies are essential for simple navigation through MANGOSOFT websites. It enables you to use the MANGOSOFT website in a proper way and view all the information represented on our website. They also provide you with access to secured parts of the website. Examples of functional cookies: SID, PHPSESSID, wp-settings-X, wp-settings-time-X, etc.
- Analytical cookies and other cookies. This type of Cookies is applied to track visitors' behavior on the website. We might collect the information on your browsing, the time spent on particular pages, the most popular subjects, etc. Examples of analytical cookies: 1\_P JAR, \_ga, \_gid, etc.
- Third-party cookies. These Cookies are placed by third parties on your hard disk by the website or a domain. They are installed to track information about users' activity, behavior patterns, store surfing, and personalization references, etc. For more information, you can visit a third-party website and ask them to provide you with more details on the purpose and reason for processing your personal data. Examples of third-party cookies: bcookie, sb, fr, spin, wd, xs, etc.
- Persistent cookies are installed in the browser on a permanent basis until their expiry date. On the contrary, a session cookies will expire at the end of the user session: when you close your browser and go out of the website.

- Session cookies. These cookies are temporary and are immediately deleted from your device after closing the web browser. We use session cookies to help us track internet usage as described above.

If you want to receive more information about the cookies we use, please contact us.

## **PURPOSES OF USING COOKIES**

MANGOSOFT use cookies for the following purposes:

- To control access to certain content on our Websites, protect Websites and process any of your requests to us. This allows us to manage our Websites so that you can access them upon request.
- To track and analyze the statistical use and amount of information from users of the Websites. It helps us improve user experience, manage content, analyze how users navigate and use the Websites.
- To remember your previous actions during the same browsing session. This allows us to manage the Sites with respect to the choices you make and the actions you take.
- To provide you targeted advertising on other platforms based on your visits to MANGOSOFT Websites.

The data collected by the Websites and/or using cookies that may be placed on your device will only be stored for as long as it is necessary to achieve the purposes mentioned above.

Keep in mind that you can refuse to accept cookies by changing the appropriate settings in your web browser. However, be informed that if you prevent us from collecting and processing your data with the help of cookies, you might face difficulties in accessing some parts of our website or some functions will be unavailable to you.

If you do not change your browser settings regarding cookies, our systems will place cookies on your device when you visit MANGOSOFT Websites.