



PRIVACY STATEMENT

This Privacy Policy outlines how VividPro Insights Pvt Ltd ("VividPro," "we," "our," or "us") collects, uses, discloses, and protects your personal information when you access or use our website (www.vividpro.in) and our services. By accessing or using our website, you consent to the terms of this Privacy Policy.

1. Introduction

VividPro is committed to protecting the privacy and security of your personal data. This Privacy Policy applies to personal data collected by VividPro during recruitment, job application processes, and other interactions on our website.

2. Who is Collecting Your Personal Data?

VividPro Insights Pvt Ltd, including its subsidiaries and affiliates, is responsible for the collection, use, and storage of your personal data in accordance with this Privacy Policy.

3. What Personal Data Will VividPro Collect?

The following categories of data may be collected:

- Personal identification information (e.g., name, contact details, email address)
- Data submitted in resumes/CVs, cover letters, or other application documents
- Data generated during interviews or interactions with our recruiters
- Data obtained from third-party placement firms, recruiters, or job-search websites
- Background information, including prior employment, education, and references
- Health or disability data, where relevant to your ability or availability to work
- Demographic data (race/ethnicity, religion, gender, etc.) for government reporting and diversity analysis

4. How Will VividPro Use Your Personal Data?

VividPro will use your personal data to:

- Evaluate your suitability for employment
- Process job applications and conduct interviews
- Communicate with you regarding job opportunities
- Conduct background checks (with your consent)
- Maintain a database of potential candidates
- Comply with legal and regulatory requirements

5. Legal Basis for Processing Your Data

We process your personal data based on your consent, the necessity of processing for performance of a contract (employment), legal obligations, or legitimate interests of VividPro.

6. Data Retention



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VividPro will retain your personal data for as long as necessary to fulfill the purposes outlined in this Privacy Policy, unless a longer retention period is required by law.

7. Sharing Your Personal Data

Your personal data may be shared with:

- Recruiters and hiring managers within VividPro
- Third-party service providers (e.g., background check providers)
- Government authorities, as required by law
- Successors in case of company restructuring

8. International Data Transfers

Your personal data may be transferred to and processed in countries outside your country of residence, which may have different data protection laws. VividPro will ensure appropriate safeguards are in place for such transfers.

9. Security Measures

VividPro has implemented appropriate technical and organizational measures to protect your personal data against unauthorized access, loss, or misuse.

10. Your Data Protection Rights

Depending on your location, you may have the right to:

- Access, correct, or delete your personal data
- Restrict or object to the processing of your data
- Withdraw consent for data processing

11. Changes to This Privacy Policy

We may update this Privacy Policy from time to time. Any changes will be posted on this page, and your continued use of our website after such changes indicates your acceptance.

12. Contact Us

If you have any questions about this Privacy Policy or wish to exercise your data protection rights, please contact us at:

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