

# EVALION PRIVACY POLICY

Revision Date: 1/12/2024

Evalion Consulting Ltd (hereinafter “Evalion”) is committed to safeguarding your privacy and protecting your personal data in all interactions, whether you are a customer, user, employee, supplier, or third party. This Privacy Policy outlines how we collect, use, store, and protect your personal data and your rights under applicable data protection laws, including the EU General Data Protection Regulation (GDPR) 2016/679 and any relevant national legislation.

## 1. Who We Are

Evalion Consulting Ltd (hereinafter “EVALION”) is a leader in skills assessment. We help organizations and people measure soft and hard skills through our online and offline solution solutions, services and platforms.

Address:

10 Skoufa Str., Kolonaki, 10673 – Athens, Greece

Tel: +30 210 8839938

Fax: +30 210 8820686

Website: <https://evalion-shl.com>

## 2. Personal Data Collection

We collect and process only the necessary personal data to fulfill our services and legal obligations. This data may include:

- Identification Data: Name, surname, VAT number, social security number.
- Contact Information: Physical and email addresses, phone numbers.
- Financial Data: Bank details, credit/debit/prepaid card information.
- Usage Data: Internet search history, cookies, log files.

Data is primarily collected directly from you or through your employer (if applicable) to execute contracts or provide services.

## 3. Children’s Data

Evalion does not process data of individuals under 18 except for specialized programs like vocational guidance, where explicit parental consent is obtained.



#### 4. Special Categories of Data

Special categories include sensitive data such as health, ethnicity, or political views. We process such data solely with explicit consent for specific purposes, such as psychometric testing for employment or training programs. Results are securely delivered to the contracting client, and data is not retained beyond the purpose of processing.

#### 5. Legal Basis for Processing

We process personal data based on:

1. Contractual Obligations: To perform contracts or provide services.
2. Legal Compliance: To fulfill tax, accounting, or regulatory obligations.
3. Legitimate Interests: To improve services, enhance security, and address user queries.
4. Consent: For specific purposes, subject to your withdrawal rights.

#### 6. Sharing Your Data

Your personal data may be shared with:

- Internal departments.
- Third-party service providers (e.g., IT support, evaluation platforms).
- Legal or regulatory authorities (if required by law).

All third parties are contractually bound to GDPR compliance.

#### 7. Data Transfers Outside the EEA

EVALION does not transfer personal data outside the European Economic Area (EEA).

#### 8. Data Retention

Personal data is retained only for as long as necessary to meet:

- Contractual and legal obligations.
- Business needs or your consent.

Data is erased or anonymized when no longer required.

#### 9. Automated Decisions and Profiling

We do not engage in automated decision-making. Profiling is limited to improving user experiences or processing specific business requests.

#### 10. Marketing Activities

We may use your data to send updates or promotional offers if:

- You have given consent.
- It aligns with our legitimate business interests.

You may object to marketing communications at any time.



## 11. Your Data Protection Rights

You have the following rights under GDPR:

1. Access: Request a copy of your data.
2. Rectification: Correct inaccurate or incomplete data.
3. Erasure: Request deletion of your data (subject to legal obligations).
4. Objection: Oppose processing based on legitimate interests or marketing.
5. Restriction: Limit how your data is used.
6. Data Portability: Obtain and reuse your data across services.
7. Withdrawal of Consent: Revoke consent for data processing.

To exercise your rights, contact us at <https://www.Evalion-shl.com/get-started>.

## 12. Complaints

If your concerns are not addressed, you may lodge a complaint with the Hellenic Data Protection Authority at [www.dpa.gr](http://www.dpa.gr).

## 13. Data Security

We employ robust measures to protect your data, including encryption, pseudonymization, firewalls, and staff training. Third-party processors are also contractually obligated to safeguard your information.

## 14. Cookies Policy

Our website uses cookies for functionality and analytics.

## 15. Policy Updates

This policy is reviewed periodically to ensure compliance with legal and operational changes. The latest version will be published on our website, and continued use of our services indicates acceptance of updates.

Contact Information:

For questions or concerns, please contact our Data Protection Officer at [dpo@Evalion.gr](mailto:dpo@Evalion.gr).