

AXIS TALENT PARTNERS

Privacy Policy

Effective Date: March 2026

Axis Talent Partners ("we," "us," or "our") is committed to protecting your privacy. This Privacy Policy explains how we collect, use, and safeguard information when you visit our website at axistalentpartners.com, subscribe to our newsletter, or apply for positions through our platform.

Please read this policy carefully. By using our website or submitting information to us, you agree to the practices described here.

1. Information We Collect

We collect the following categories of personal information:

Newsletter Subscriptions

When you subscribe to our mailing list, we collect your email address and any name you choose to provide. This information is used solely to send you updates, news, and resources from Axis Talent Partners.

Job Applications and Candidate Information

When you apply for a position or join our candidate community, we may collect your name, contact information, resume or CV, professional history, references, and other information you voluntarily submit. We may also collect information about your identity and background as relevant to executive search processes, which you provide at your discretion.

Website Usage Data

Like most websites, we may automatically receive standard technical information when you visit, such as your IP address, browser type, and pages visited. This data is used in aggregate to understand how our site is used and to improve our services.

2. How We Use Your Information

We use the information we collect to:

- Send newsletters and organizational updates to subscribers
- Manage and advance executive search processes on behalf of our clients
- Match candidates with relevant opportunities and maintain our talent network

- Communicate with you about your application status or candidacy
- Improve our website and services
- Comply with applicable legal obligations

We do not sell your personal information. We do not use your information for automated decision-making or profiling.

3. How We Share Your Information

We share your information only in the following circumstances:

- **With client organizations:** If you are a candidate being considered for a specific role, we share relevant application materials with the hiring organization, with your knowledge and consent.
- **With service providers:** We work with trusted third-party vendors (such as our applicant tracking system and email platform) who assist us in operating our business. These parties are obligated to handle your information securely and only as directed by us.
- **As required by law:** We may disclose information if required to do so by law or in response to a valid legal process.

4. Data Retention

We retain candidate information for as long as necessary to fulfill the purposes described in this policy, or as required by law. Newsletter subscribers may unsubscribe at any time, and we will remove your email from our mailing list promptly upon request. You may also contact us to request deletion of your candidate profile.

5. Your Rights and Choices

Depending on where you are located, you may have certain rights regarding your personal information, including:

- The right to access the personal information we hold about you
- The right to correct inaccurate information
- The right to request deletion of your information
- The right to opt out of marketing communications at any time
- The right to data portability (where applicable)

California residents may have additional rights under the California Consumer Privacy Act (CCPA), including the right to know what personal information is collected and the right to opt out of the sale of personal information. We do not sell personal information.

Individuals in the European Union or United Kingdom may have rights under the General Data Protection Regulation (GDPR) or UK GDPR, including the rights listed above and the right to lodge a complaint with a supervisory authority.

6. Data Security

We take reasonable technical and organizational measures to protect your personal information from unauthorized access, disclosure, or misuse. However, no method of transmission over the internet is completely secure, and we cannot guarantee absolute security.

7. Third-Party Links

Our website may contain links to third-party websites, including job boards or partner organizations. This Privacy Policy applies only to our website and services. We encourage you to review the privacy policies of any third-party sites you visit.

8. Children's Privacy

Our website and services are not directed to individuals under the age of 18. We do not knowingly collect personal information from minors.

9. Changes to This Policy

We may update this Privacy Policy from time to time. When we do, we will revise the effective date at the top of this page. We encourage you to review this policy periodically to stay informed about how we protect your information.

10. Contact Us

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

Axis Talent Partners

Website: axistalentpartners.com/contact