

WEBSITE PRIVACY NOTICE

We, Artisan Technica, understand concerns about privacy and work hard to comply with relevant data protection laws.

This website privacy notice is provided to explain:

- The types of personal information we collect about individuals on our website; and
- How we may use and share that information; and
- The choices available to you regarding our use of your personal information; and
- The measures we take to safeguard your personal information; and
- How long we retain your personal information, and
- How to contact us about our privacy practices and exercise your data privacy rights.

INFORMATION WE OBTAIN

We may collect and store personal information that you provide to us through your use of our website, including the following types of information:

- Contact information – such as your name and e-mail address,
- Employment information – such as your company, job title, and location, and
- Other personal information you provide to us.

Automated Collection of Data

When you use our website, certain personal information may be obtained by automated means, such as browser cookies, web beacons, device identifiers, server logs, and other technologies.

What are cookies and web beacons?

“Cookies” are computer text files that websites send to a visitor’s computer or other device to:

- uniquely identify that visitor’s browser or
- store information or settings in that visitor’s browser.

“Web beacons” – also known as internet tags, pixel tags or clear GIFs – link web pages to web servers and their cookies, and may be used to transmit information collected through cookies back to a web server.

网站隐私声明

我们，雅术，理解对隐私的关注，并努力遵守相关的数据保护法。

本网站的隐私声明是为了解释。

- 我们在网站上收集的有关个人的信息类型 我们在我们的网站上收集的关于个人的信息类型；以及
- 我们如何使用和分享这些信息；以及
- 关于我们对您个人信息的使用，您可以有哪些选择您的个人信息；以及
- 我们为保护您的个人信息而采取的措施 信息；以及
- 我们将您的个人信息保留多长时间，以及
- 如何就我们的隐私做法联系我们并 行使您的数据隐私权利。

我们获得的信息

我们可能会收集和储存您通过使用我们的网站向我们提供的个人信息，包括以下类型的信息：

- 联系信息—如您的姓名和电子邮件 地址。
- 就业信息—如您的公司。就业信息—如您的公司、工作职位和地点，以及
- 您提供给我们的其他个人信息。

数据的自动收集

当您使用我们的网站时，某些个人信息可能通过自动方式获得，如浏览器互联网饼干、网络信标、设备识别器、服务器日志和其他技术。

什么是互联网饼干和网络信标？

“互联网饼干”是计算机文本文件，网站将其发送到访问者的计算机或其他设备上，以。

- 独特地识别该访问者的浏览器或
- 在该访问者的浏览器中存储信息或设置。

“网络信标”-也被称为互联网标签、像素标签或清晰的 GIF-将网页与网络服务器及其互联网饼干联系起来，并可能被用来将通过互联网饼干收集的信息传回网络服务器。

What kind of personal data are collected using “cookies”?

The information we collect using cookies may include your device IP address, domain name, identifiers associated with your devices, device and operating system type and characteristics, web browser characteristics, language preferences, clickstream data, your interactions with our website (such as the web pages you visit, links you click, videos you watch and features you use), the pages that led or referred you to our website, dates and times of access to our website, geolocation information, and other information about your use of our website.

Why do we use cookies and web beacons, and what do they do?

We may use cookies and web beacons to help us with any of the following:

- remember your personal information so you will not have to re-enter it,
- track and understand how you use and interact with our website,
- tailor our website around your preferences,
- measure the usability of our website,
- provide you with interest-based advertising, and
- manage and enhance the functionality of our website.

Cookies – Your Choices

To the extent required by applicable law, we will obtain your consent before placing cookies or similar technologies on your computer. Additionally, you can stop certain types of cookies from being downloaded on to your computer by selecting the appropriate settings on your web browser.

Most web browsers will tell you how to stop accepting new browser cookies, how to be notified when you receive a new browser cookie and how to disable existing cookies. You can find out how to do this for your particular browser by clicking “help” on your browser’s menu or by visiting;

<http://www.allaboutcookies.org>

The Site is not designed to respond to “do not track” signals received from browsers OR Our website may not be designed to respond to “do not track” signals received from browsers.

Please note that, without cookies or other automated tools, you may not be able to use all of the features of our website.

使用“互联网饼干”收集什么样的个人数据？

我们使用互联网饼干收集的信息可能包括您的设备 IP 地址、域名、与您的设备相关的标识符、设备和操作系统类型和特征、网络浏览器特征、语言偏好、点击流数据、您与我们网站的互动（如您访问的网页、您点击的链接、您观看的视频和您使用的功能）、引导或推荐您访问我们网站的页面、访问我们网站的日期和时间、地理位置信息以及有关您使用我们网站的其他信息。

我们为什么使用互联网饼干和网络信标，它们有什么作用？

我们可能使用互联网饼干和网络信标来帮助我们完成以下任何一项工作。

- 记住您的个人信息，这样您就不必记忆您的个人信息，以便您不必重新输入这些信息。
- 跟踪并了解您如何使用我们的网站并与之互动 我们的网站。
- 围绕您的喜好定制我们的网站。
- 衡量我们网站的实用性。
- 为您提供基于兴趣的广告，以及
- 管理和加强我们网站的功能 网站的功能。

互联网饼干 – 你的选择

在适用法律要求的范围内，我们将在您的电脑上放置互联网饼干或类似技术之前获得您的同意。此外，你可以通过在你的网络浏览器上选择适当的设置来阻止某些类型的互联网饼干下载到你的电脑上。

大多数网络浏览器会告诉你如何停止接受新的浏览器互联网饼干，如何在收到新的浏览器互联网饼干时得到通知，以及如何禁用现有的互联网饼干。你可以通过点击你的浏览器菜单上的“帮助”或访问来了解如何对你的特定浏览器进行操作。

<http://www.allaboutcookies.org>

本网站没有设计成对从浏览器收到的“不跟踪”信号作出反应，或者我们的网站可能没有设计成对从浏览器收到的“不跟踪”信号作出反应。

请注意，如果没有互联网饼干或其他自动工具，您可能无法使用我们网站的所有功能。

For more details on the cookies we use please see the Cookie Notice below.

Third-Party Web Analytics Services

We may obtain personal information about your online activities over time and across third-party websites, devices and other online services. In addition, our website may use third-party online analytics services, such as those of Google Analytics and Hubspot. The service providers that administer these analytics services use automated technologies to collect data (such as email addresses, IP addresses, cookies and other device identifiers) to evaluate, for example, use of our website and to diagnose technical issues.

To learn more about Google Analytics, please visit;

<http://www.google.com/analytics/learn/privacy.html>

You may opt out of Google Analytics by visiting;

<https://tools.google.com/dlpage/gaoptout?hl=en=GB>

To learn more about Hubspot, please visit;

<https://legal.hubspot.com/privacy-policy>

Online Tracking and Interest-Based Advertising

Through our website, both we and certain third parties may collect information about your online activities to provide you with advertising about products and services tailored to your individual interests. Where required by applicable law, we will obtain your consent for the processing of your personal information for such direct marketing purposes. Occasionally, you may see advertisements for our agency on other websites or mobile apps – this would be when we participate in advertising networks. Advertising networks allow us to broadcast advertising to internet user groups that are selected based on demographic data, users' inferred interests, location and browsing context. These networks track users' online activities over time by collecting information through automated means, including through the use of browser cookies, web beacons, device identifiers, server logs, web beacons and other similar technologies. The advertising networks use this information to show advertisements that may be tailored to individuals' interests, to track users' browsers or devices across multiple websites and apps, and to build a profile of users' online browsing and app usage activities. The information our advertising networks may collect includes data about users' visits to websites and apps that participate in the relevant advertising networks, such as the pages or advertisements

关于我们使用的互联网饼干的更多细节，请见下面的互联网饼干通知。

第三方网络分析服务

我们可能会随着时间的推移和在第三方网站、设备和其他在线服务中获得有关您的在线活动的个人信息。此外，我们的网站可能使用第三方在线分析服务，如谷歌分析和Hubspot的服务。管理这些分析服务的服务提供商使用自动技术来收集数据（如电子邮件地址、IP地址、互联网饼干和其他设备标识符），以评估，例如，对我们网站的使用，并诊断技术问题。

要了解更多关于谷歌分析的信息，请访问。

<http://www.google.com/analytics/learn/privacy.html>

你可以通过访问选择退出谷歌分析。

<https://tools.google.com/dlpage/gaoptout?hl=en=GB>

想了解更多关于Hubspot的信息，请访问。

<https://legal.hubspot.com/privacy-policy>

在线跟踪和基于兴趣的广告

通过我们的网站，我们和某些第三方都可能收集有关您的在线活动的信息，以便向您提供针对您个人兴趣的产品和服务广告。在适用法律要求的情况下，我们将征得您的同意，为此类直接营销目的处理您的个人信息。偶尔，你可能会在其他网站或移动应用程序上看到我们机构的广告——这将是参与广告网络的时候。广告网络允许我们向互联网用户群播放广告，这些用户群是根据人口统计学数据、用户的推断兴趣、位置和浏览环境而选择的。这些网络通过自动化手段收集信息，包括通过使用浏览器互联网饼干、网络信标、设备识别器、服务器日志、网络信标和其他类似技术，长期跟踪用户的在线活动。广告网络使用这些信息来显示可能符合个人兴趣的广告，跟踪用户在多个网站和应用程序中的浏览器或设备，并建立一个用户在线浏览和应用程序使用活动的档案。我们的广告网络可能收集的信息包括用户访问参与相关广告网络的网站和应用程序的数据，如浏览的网页或广告以及在网站或应用程序上采取的行动。这种数据收集发生在参与广告网络的第三方网站和应用程序上。

viewed and the actions taken on the websites or apps. This data collection takes place on third-party websites and apps that participate in the advertising networks.

HOW WE USE PERSONAL INFORMATION

We may use the personal information we obtain through our website to:

- personalize your experience on our website,
- provide our services to you,
- respond to your requests and inquiries,
- operate, evaluate and improve our business (including developing new services, enhancing and improving our services, analyzing our services, managing our communications, performing data analytics and market research, and performing accounting, auditing and other internal functions),
- protect against identity theft, and prevent fraud and other criminal or undesirable activity,
- market our services to you or your company, and
- comply with and enforce applicable legal requirements, relevant industry standards and our policies, including this website privacy notice.

If your personal information is used in any other ways, we will provide you with specific notice of this at the time of collection or ensure that we have your consent.

We may combine information we obtain about you – from our website or third parties – for the purposes described above.

INFORMATION SHARING

We do not disclose personal information we obtain about you, except as described in this website privacy notice.

We may share your personal information with other agencies in our network, our affiliates and service providers who perform services on our behalf – such as hosting our website, relationship management or data analytics. This is only done for the purposes described in this website privacy notice. We do not authorize our service providers to use or disclose the information that we collect except as necessary to perform services on our behalf or comply with legal requirements.

我们如何使用个人信息

我们可能会使用通过我们的网站获得的个人信息来：

- 使您在我们网站上的体验个性化。
- 向您提供我们的服务。
- 对您的要求和询问作出回应。
- 运营、评估和改进我们的业务（包括开发新的服务，加强和 改进我们的服务，分析我们的服务。管理我们的通信，执行数据 分析和市场研究，以及执行 会计、审计和其他内部职能）。
- 防止身份被盗，并防止欺诈和 其他犯罪或不受欢迎的活动。
- 向您或您的公司推销我们的服务，以及
- 遵守和执行适用的法律 的要求、相关行业标准 and 我们的 政策，包括本网站的隐私声明。

如果您的个人信息以任何其他方式使用，我们将在收集时向您提供具体通知，或确保我们得到您的同意。

我们可能会将我们获得的关于您的信息-从我们的网站或第三方-结合起来用于上述目的。

信息共享

我们不会披露我们获得的关于您的个人信息，除非是在本网站隐私声明中所述。

我们可能会与我们网络中的其他机构、我们的附属机构和代表我们提供服务的服务提供商分享您的个人信息—例如托管我们的网站、关系管理或数据分析。 这只是为了本网站隐私声明中所述的目的。我们不授权我们的服务提供商使用或披露我们收集的信息，除非是在代表我们履行服务或遵守法律规定 的情况下。

We also may disclose information about you:

- if we are required to do so by law or legal process (such as a court order or subpoena),
- in response to requests by government agencies, such as law enforcement authorities,
- to establish, exercise or defend our legal rights,
- when we believe disclosure is necessary or appropriate to prevent physical or other harm or financial loss,
- in connection with an investigation of suspected or actual illegal activity,
- in the event we sell or transfer all or a portion of our business or assets (including in the event of a reorganization, dissolution or liquidation),
- where we have a legitimate interest in doing so and your rights as a data subject are not adversely impacted, or
- otherwise with your consent.

YOUR RIGHTS AND CHOICES

We offer you certain choices in connection with the personal information we obtain about you. To update your preferences, update or correct your information, limit the communications you receive from us, or submit a request, please contact us directly.

By law, all data subjects have certain rights, including to:

- request access to the personal information we hold about you,
- request that we update, correct, amend, erase or restrict our use of your personal information,
- exercise your right to data portability, by contacting us as indicated below,
- in certain circumstances, request the erasure of or object to the retention or use of personal data.

You can exercise any of your rights as a data subject by contacting us directly with your enquiry and/or request.

OTHER ONLINE SERVICES AND THIRD PARTY FEATURES

Our website may provide links to other online services and websites for your convenience and information, and may include third-party features such as apps, tools, widgets and plug-ins (eg., Facebook, Instagram, LinkedIn, Twitter

我们也可能披露您的信息。

- 如果法律或法律程序要求我们这样做（如法院命令或传票）。
- 为回应政府机构的要求。如执法机关。
- 为了建立、行使或维护我们的合法权利。
- 当我们认为披露是必要的或 为防止人身或其他伤害或 财务损失。
- 与涉嫌或实际的非法活动的调查有关的 怀疑或实际的非法活动。
- 在我们出售或转让我们全部或部分业务或资产的情况下 业务或资产（包括在重组、解散或清算的情况下 重组、解散或清算）。
- 我们有合法权益这样做，以及 您作为数据主体的权利不会受到不利影响 影响，或
- 经您同意的其他情况。

你的权利和选择

对于我们获得的关于您的个人信息，我们为您提供某些选择。要更新您的偏好，更新或更正您的信息，限制您从这里收到的通信，或提交请求，请直接联系我们。

根据法律规定，所有数据主体都有某些权利，包括

- 要求访问我们持有的个人信息 要求查阅我们持有的关于您的个人信息。
- 要求我们更新、更正、修改、删除或 限制我们对您个人信息的使用。
- 行使您的数据可移植性的权利，通过联系 联系我们，如下所示。
- 在某些情况下，要求删除或 反对保留或使用个人数据。

您可以通过直接与我们联系，提出您的询问和/或要求，行使您作为数据主体的任何权利。

其他在线服务和第三方功能

我们的网站可能提供其他在线服务和网站的链接，以方便您了解情况，并可能包括第三方功能，如应用程序、工具、小工具和插件（例如，Facebook、Instagram、LinkedIn、Twitter和Vimeo按钮）。这些服务、网站和第三方功能可能独立于我们运作。这些第三方的隐私做法，包括他们可能收

and Vimeo buttons). These services, websites, and third-party features may operate independently from us. The privacy practices of these third parties, including details on the information they may collect about you, are subject to the privacy statements of these parties, which we strongly suggest you review.

To the extent any linked online services or third-party features are not owned or controlled by us, we are not responsible for these third parties' personal information practices.

RETENTION OF PERSONAL INFORMATION

To the extent permitted by applicable law, we retain personal information as long as:

- it is needed for the purposes for which we obtained it, or
- we have a separate and clear lawful basis for retaining the personal data.

Our aim is always to comply with the governing law, which necessarily means that we only hold the personal data that we need and for so long as we either need or can reasonably justify holding these data.

PERSONAL INFORMATION PROTECTION

We maintain administrative, technical and physical safeguards designed to protect the personal information we obtain through our website against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

PRIVACY NOTICE UPDATES

This website privacy notice may be updated periodically and without prior notice to you to reflect changes in our personal information practices. We will indicate at the top of the notice when it was most recently updated.

集的关于你的信息的细节，受制于这些当事方的隐私声明，我们强烈建议你审查这些声明。

如果任何链接的在线服务或第三方功能不是由我们拥有或控制，我们对这些第三方的个人信息做法不负责任。

个人资料的保留

在适用法律允许的范围内，我们保留个人信息的时间为：1：

- 为我们获取信息的目的而需要它需要，或
- 我们有单独和明确的合法依据 保留个人资料。

我们的目标始终是遵守相关法律，这必然意味着我们只保留我们需要的个人数据，而且是在我们需要或可以合理地证明保留这些数据的情况下。

个人信息保护

我们保持行政、技术和物理保障措施，旨在保护我们通过网站获得的个人信息，防止意外、非法或未经授权的破坏、丢失、更改、访问、披露或使用。

隐私声明更新

本网站的隐私声明可能会定期更新，而且不会事先通知您，以反映我们个人信息做法的变化。我们将在通知的顶部注明最近一次更新的时间。

E-RECRUITMENT

How We Use Data Supplied By Job Applicants

If you apply for a position with us through our website, we may ask you to provide cover letters, CVs and references that contain a range of personal information relating to you including your name and contact information, your education and employment history, your work skills, your desired work location and work authorization status. In addition, to assist us with diversity and equality monitoring, at your discretion, you may supply us with gender, race, ethnicity or disability details.

This privacy notice and cookie policy, applies in full to our e-recruiting activities.

In addition, we may use personal information obtained from job applicants' to:

- evaluate and assess your experience and qualifications as they relate to specific requirements for the position for which you applied, and possibly to determine whether you would be suitable for other positions with us,
- inform you of future openings in other similar positions,
- create and manage your account, and
- respond to and communicate with you about your requests, questions and comments.

Sharing Personal Data Of Job Applicants

We may share job applicants' personal information with other agencies in the Artisan Technica group around the world for the purpose of evaluating your experience and qualifications as they relate to specific requirements for the position and possibly to determine whether you would be suitable for other positions within Artisan Technica. In addition, we may use your personal information for reporting purposes as may be required by law.

We may also supply your personal information to third parties who perform services on our behalf. For example, we may share the information you provide to us with service providers such as recruitment agencies and salary evaluators helping us to evaluate candidates for employment opportunities, and online recruitment service providers. We will always require such third parties to adequately safeguard your personal information and not use it for any unauthorized purpose.

电子招聘

我们如何使用求职者提供的数据

如果您通过我们的网站申请我们的职位，我们可能会要求您提供求职信、简历和推荐信，其中包含一系列与您有关的个人信息，包括您的姓名和联系信息、您的教育和就业历史、您的工作技能、您希望的工作地点和工作授权状况。此外，为了协助我们进行多样性和平等监测，根据您的判断，您可以向我们提供性别、种族、族裔或残疾的详细信息。

本隐私声明和互联网饼干政策，完全适用于我们的电子招聘活动。

此外，我们可能会使用从求职者那里获得的个人信息，以：

- 评价和评估你的经验和 评价和评估你的经验和资格，因为它们涉及到你申请的职位的具体要求 你所申请的职位的具体要求，并可能 确定你是否适合我们的其他职位。
- 通知你未来其他类似职位的空缺 职位。
- 创建和管理你的账户，以及
- 对你的要求、问题和意见作出回应并与你沟通 要求、问题和意见。

共享求职者的个人数据

我们可能会与雅术集团在世界各地的其他机构分享求职者的个人信息，目的是评估你的经验和资格，因为它们与该职位的具体要求有关，并可能确定你是否适合雅术的其他职位。此外，我们可能会将你的个人信息用于法律所要求的报告目的。

我们也可能将您的个人信息提供给代表我们进行服务的第三方。例如，我们可能会与服务提供商分享您提供给我们的信息，如帮助我们评估就业机会的招聘机构和薪酬评估师，以及在线招聘服务提供商。我们将始终要求这些第三方充分保护您的个人信息，不得将其用于任何未经授权的目的。

此外，如果你提供推荐人以支持你的就业申请，我们可能会联系推荐人以帮助我们评估你在这里的就业机会。这样做必然会涉及到向这些人有限地披露您的个人信息，例如您的姓名、您向我们提交了就业申请的事实以及您对我们的某类职位感兴趣。

未经您的事先同意，我们不会将您的个人信息提供给第三方用于这些第三方的目的。

In addition, if you supply references to support your employment application, we may contact referees to help us evaluate you for employment opportunities with us. Doing so will necessarily involve a limited disclosure of your personal information to those individuals, such as your name, the fact that you have submitted an application to us for employment and that you are interested in a certain type of position with us.

We will not provide your personal information to third parties for those third parties' own purposes without your prior consent.

Links To Other Recruitment Websites

Our website may provide links to other websites for your convenience and information. These websites may operate independently from us. Linked sites may have their own privacy notices or policies, which we strongly encourage you to review to better understand their procedures for collecting, using and disclosing personal information. We are not responsible for the content of linked websites, any uses of these sites, or the privacy practices of these sites.

Job Applicants' Personal Information Retainment Policy

We will store the personal information that you send us via this website for as long as is reasonably necessary for your employment application, taking into consideration our need to answer queries or resolve problems and comply with legal requirements under applicable laws. We may also retain your personal information for a reasonable period to be able to contact you should a suitable job opening occur in the future.

If you do not wish to be considered for future employment opportunities, we will delete your personal information at your request. Applicants who receive employment positions with us will have their information stored for longer periods, consistent with employment need and local law.

与其他招聘网站的链接

我们的网站可能会提供其他网站的链接，以方便您了解情况。这些网站可能独立于我们运作。链接的网站可能有自己的隐私声明或政策，我们强烈建议您查看，以更好地了解其收集、使用和披露个人信息的程序。我们不对链接网站的内容、这些网站的任何使用或这些网站的隐私做法负责。

求职者的个人信息保留政策

我们会将您通过本网站发送给我们的个人信息保存至您的就业申请所需的合理时间，同时考虑到我们回答询问或解决问题的需要，以及遵守适用法律的要求。我们也可能将您的个人信息保留一段合理的时间，以便在将来有合适的工作机会时能够与您联系。

如果您不希望在未来的工作机会中被考虑，我们将根据您的要求删除您的个人信息。获得我们就业职位的申请人，他们的信息将根据就业需要和当地法律，保存更长的时间。