



# Data Privacy Statement

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At Wide-Out Workforces Inc., we are committed to safeguarding your personal data. This Data Privacy Statement explains how we collect, use, store, and share your personal information. It reflects our compliance with the Data Privacy Act of 2012 (Philippines), the General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), and other applicable privacy laws in the United States and Europe.

## 1. Information We Collect

- Full name, contact details, and identification
- Employment and educational background
- Financial and tax-related data
- Browsing behavior and IP addresses (e.g., via cookies and analytics tools)
- Any other information you voluntarily provide

## 2. How We Use Your Data

- Recruitment and human resources administration
- Contractual and legal obligations
- Payroll and employee benefits management
- Customer support and relationship management
- Marketing and communications (with consent where required)
- Performance analytics and service improvement
- Compliance with regulatory requirements

## 3. Legal Basis for Processing

- Consent (where required)
- Contractual necessity
- Compliance with legal obligations
- Legitimate interests, balanced against your rights

## 4. Data Sharing

- Internal departments and authorized personnel for legitimate business needs
- Third-party service providers that perform services on our behalf (e.g., payroll, recruitment, IT services)
- Government agencies or regulators, when required by law



- Analytics and advertising partners, including the use of the LinkedIn Insight Tag, which helps us understand how users interact with our LinkedIn ads and measure ad performance. This tag collects metadata such as IP addresses, timestamps, and page views. Data is anonymized and aggregated. Users may opt out of LinkedIn tracking via LinkedIn account settings or cookie consent tools on our website.
- For residents of the EU or California, we ensure appropriate safeguards and mechanisms for international data transfers, including Standard Contractual Clauses (SCCs) and compliance with CCPA opt-out rights.

## **5. Cookies and Tracking Technologies**

We use cookies, pixels, and similar technologies to enhance user experience, personalize content, and analyze website traffic. You can manage your cookie preferences through your browser or via our website's cookie consent tool.

## **6. Data Retention**

We retain personal data only as long as necessary for the purposes outlined above, unless a longer retention period is required or permitted by law.

## **7. Your Rights**

- Right to access and rectify your data
- Right to data portability
- Right to withdraw consent (where applicable)
- Right to object to or restrict processing
- Right to request deletion (erasure)
- Right to lodge a complaint with a supervisory authority (e.g., NPC in the Philippines, DPA in the EU)
- For California residents, you also have the right to:
  - Request the categories and specific pieces of personal data we collect
  - Request deletion of personal data
  - Opt out of the sale of your personal data
- We do not “sell” personal data as defined under CCPA.

## **8. Data Security**

We employ appropriate organizational, physical, and technical security measures to protect your data from unauthorized access, loss, or misuse, including secure servers, encryption, and access control protocols.



## **9. International Compliance**

This Data Privacy Statement is designed to comply with the data protection regulations of multiple jurisdictions where we operate, including:

- The Data Privacy Act of 2012 (Republic Act No. 10173) in the Philippines
- The General Data Protection Regulation (GDPR) in the European Union
- The California Consumer Privacy Act (CCPA) and related laws in the United States
- The Federal Law on the Protection of Personal Data Held by Private Parties in Mexico

We continually review our practices to ensure that we remain compliant with evolving global data privacy standards.

## **10. Contact Information**

For privacy-related inquiries or to exercise your data rights, please contact our Data Protection Officer:

Name: Miguel Santiago

Email: miguel.santiago@wideout.com

## **11. Changes to this Statement**

We may update this Privacy Statement to reflect changes in legal or operational requirements. The latest version will always be posted on our website.