
PRIVACY POLICY

At **SYSQBIT**, we value the privacy of your personal data and comply with the **General Data Protection Regulation (GDPR)**. This policy explains who processes your data, why, what personal data is collected, your rights, and contact information for GDPR-related requests.

I. Data Controllers:

- SYSQBIT LLC — Republic of Serbia
- SYSQBIT Holding — Republic of Serbia

II. Purpose of Processing:

- Recruitment and employment
- Marketing and client communications
- Organization of events and projects
- Project management and collaboration with partners

III. Types of Data Collected and Processed:

- Resumes (CVs)
- Contact information (name, email, phone number)
- Company and professional information
- Project requirements and specifications
- Photographs or materials voluntarily provided

IV. Data Sharing:

We will never share your personal data with third parties without your explicit consent, except when required by law or when necessary for collaboration with partners under strictly defined conditions.

V. Your Rights:

- a. Right to be informed
- b. Right of access to your data
- c. Right to update / rectify data
- d. Right to be forgotten (erasure)
- e. Right to restrict processing
- f. Right to data portability
- g. Right to object
- h. Right to restrict automated individual decision-making

To exercise any of the above rights, please contact us at: GDPR@sysqbit.com

VI. Data Security:

At SYSQBIT, we implement all necessary technical and organizational measures to protect your personal data. This includes:

- Data encryption
- Secure servers
- Regular security checks and audits

VII. Data Retention:

We will not retain your data longer than necessary for the purposes stated above.

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Sremska Mitrovica 22000, Filipa Visnjica 88
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www.sysqbit.com / www.sysqbitholding.com

VIII. Contact:

For any privacy-related questions, requests, or to withdraw your consent, please send an email to: GDPR@sysqbit.com

IX. Changes and Updates:

Please periodically review our **Privacy Policy** section on our website www.sysqbit.com for updates to this policy.

Last update: December 2025