

# PRIVACY POLICY

Last Updated: 25th September, 2025

SkillLink Nexus Limited respects your privacy and is committed to protecting your personal information.

## 1. Information We Collect

Personal Data: Names, emails, phone numbers, payment details.

Employment Data: CVs, job applications, portfolios, references.

Transaction Data: Escrow records, billing.

Technical Data: Device info, cookies, IP addresses.

## 2. How We Use Information

To connect Clients with Students/Freelancers and Candidates. To process escrow payments. To forward CVs and applications to employers for job opportunities. To comply with legal requirements.

## 3. Sharing of Information

With Employers: Candidate applications are shared with Clients for hiring purposes. With Service

Providers: Payment processors, hosting, analytics. With Authorities: When required by law.

## 4. Data Rights

Users may request access, correction, or deletion of their data under the Kenya Data Protection Act, 2019.

## 5. Employment Data Disclaimer

Once Candidate data is shared with an Employer, SkillLink Nexus is not responsible for how that Employer handles it. Candidates should review Employers' privacy policies.

## 6. Security

We use reasonable security measures but cannot guarantee absolute protection.

## 7. Contact

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