

Privacy Policy

«Next Crew» LLC is strongly committed to protecting your privacy and complying with your choices. Both personal and non-personal information collected is safeguarded according to the highest privacy and data protection standards adopted worldwide. We have an effective data protection program in place which complies with existing law and abides by the data protection principles. However, we recognize our obligations in updating and expanding this program to meet the demands of the GDPR and the Ukrainian Law «About Protection of Personal Data» and any other legal act.

Our Commitment

- Your information will not be shared, rented or sold to any third party other than required to achieve Your interests.
- We use security measures to protect your information from unauthorized users.
- We give you the possibility to control the information that you shared with us.

«Next Crew» LLC is committed to processing data in accordance with its responsibilities under the GDPR and Ukrainian Laws.

Article 5 of the GDPR requires that personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to individuals;*
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;*
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;*
- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;*
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the*

appropriate technical and organizational measures required by the GDPR in order to safeguard the rights and freedoms of individuals; and

f. processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures.

1. Notice

1.1 General

We will clearly inform you when information that personally identifies you ("personal information") is asked for and you will have the choice to provide it or not.

We use your personal information for the following purposes:

- To provide you information that will allow you to use our services
- To act as your employment agent – for employees
- To act as your manning agent – for employers
- To act as your employer, according to Ukrainian Laws – for «Next Crew» LLC employees
- To serve for your interests
- Compliance with the requirements of consumer protection legislation and any requirements of current legislation

We collect information you submit via CV (resume) and may provide us during interviews and/or communication with us via mobile services – phone, messengers, emails etc, required to proceed with abovementioned purposes.

1.2 Cookies

“Next Crew” LLC uses cookies on the nextcrewllc.com website (the "Service"). By using the Service, you consent to the use of cookies.

This part explains what cookies are, how we use cookies, how third-parties we may partner with may use cookies on the Service, your choices regarding cookies and further information about cookies.

What are cookies

Cookies are small pieces of text sent to your web browser by a website you visit. A cookie file is stored in your web browser and allows the Service or a third-party to recognize you and make your next visit easier and the Service more useful to you.

How “Next Crew” LLC uses cookies

When you use and access the Service, we may place a number of cookies files in your web browser.

When You access the Service, You automatically consent to use essential cookies. At that moment You have a banner stipulating about use of cookies, where You may agree to use all cookies or decline to use them, but keep only those cookies essential for functioning the Service for You.

We use cookies for the following purposes: to enable certain functions of the Service, to provide analytics, to store your preferences, to enable advertisements delivery, including behavioral advertising, to show You the Service in correct language according to Legal Acts, including Law of Ukraine “On ensuring the functioning of the Ukrainian language as the state language”.

We use both session and persistent cookies on the Service and we use different types of cookies to run the Service.

We may use essential cookies to authenticate users and prevent fraudulent use of user accounts.

Third-party cookies

In addition to our own cookies, we may also use various third-parties cookies to report usage statistics of the Service, deliver advertisements on and through the Service, and so on.

What are your choices regarding cookies

If you'd like to delete cookies or instruct your web browser to delete or refuse cookies, please visit the help pages of your web browser.

Please note, however, that if you delete cookies or refuse to accept them, you might not be able to use all of the features we offer, you may not be able to store your preferences, and some of our pages might not display properly.

Security of Information regarding cookies

Cookies used and accessed by “Next Crew” LLC are not used to invade in personal life. And are not shared to third parties without reason to receive services such as analytics, however may be shared to Legal parties in legal processes. The cookies may be stored for statistical purposes and research.

As stipulated before, we use some third party cookies and cookies for analytics, we share these cookies with those third parties in order to receive their services and to deliver personalized content to You.

Responsibility for processing and security of those cookies keep those third-parties according to their Privacy and Cookies Policies.

2. Consent

When you provide your personal information, you consent that it can be used for the above purposes and that «Next Crew» LLC is an authorized holder of such information. If you choose not to provide personal information, we will not be able to serve for the purposes mentioned in paragraph “1. Notice” and therefore you will not be able to receive our services.

You are entitled to review the personal information you have provided us and ensure that it is accurate and current at all times. To review or update this information contact «Next Crew» LLC via contacts provided on “Contacts” page of our website.

«Next Crew» LLC reserves the right to check the provided personal information if it's correct and legal by contacting your previous partners (employers, agents etc) and by verifying the information by governmental authorities and registers.

3. Security of information

«Next Crew» LLC is strongly committed to protecting your information and ensuring that your choices are honored. We have taken security measures to protect your data from loss, misuse, unauthorized access, disclosure, alteration, or destruction. All sensitive data is stored on secure data storages with restricted employee access.

We retain information as long as it is necessary to provide the services requested by you and others, subject to any legal obligations to further retain such information. Information associated with you will generally be kept until it is no longer necessary to provide the services or until you ask us to delete it or your profile is deleted whichever comes first. Additionally, we may retain information from deleted profiles to comply with the law, prevent fraud, resolve disputes, troubleshoot problems, assist with investigations, and take other actions permitted by law. The information we retain will be handled in accordance with this Privacy Policy. Finally, your data could also be stored for statistical purposes.

5. Rights

You have the right to access, rectify, download or erase your information, as well as the right to restrict and object to certain processing of your information. While some of these rights apply generally, certain rights apply only in certain limited circumstances. We describe these rights below:

You have the right to access your personal data and, if necessary, have it amended or deleted or restricted. In certain instances, you may have the right to the portability of your data. You can also ask us to not send marketing communications and not to use your personal data when we carry out profiling for direct marketing purposes. You can opt out of receiving email newsletters and other marketing

communications by following the opt-out instructions provided to you in those emails. Transactional account messages will be unaffected if you opt-out from marketing communications.

Your information is never shared outside the company without your permission for purposes other than explained in paragraph “1. Notice” of this Policy. Inside the company, data is stored on protected data storage and is used only for the purposes of serving your interests explained in paragraph “1. Notice” of this Policy.

We may on occasion require the help of other companies to provide limited services on our behalf or our partners behalf, such as packaging, shipping and delivery, customer support, transportation, processing event registrations, arranging transfers to place of employment, searching for employees or employers, and same services necessary to fulfill interest of all interested parties. We will only provide such companies with the information required for them to perform these services; these service providers are bound by strict privacy policies and are prohibited from using your information for any other purpose.

In very rare instances «Next Crew» LLC may disclose your personal information, without notice, only if required to do so by law or in the good faith belief that such action is necessary to: (a) conform to the edicts of the law or comply with legal process served on «Next Crew» LLC or the site; (b) protect and defend the rights or property of «Next Crew» LLC and its family of websites and properties; and (c) act in urgent circumstances to protect the personal safety of users of «Next Crew» LLC, its websites, or the public.

6. [Changes to this policy](#)

If we make changes to our Privacy Policy, we will post these changes here so that you are always aware of what information we collect, how we use it and under what circumstances, if any, we disclose it. If at any point we decide to use your information in a manner different from that stated at the time it was collected, we will notify you by email or any other means.

7. [Enforcement of policy](#)

If for some reason you believe «Next Crew» LLC has not adhered to these principles, please notify us and we will do our best to promptly make corrections.

8. Questions or comments

If you have questions or comments about this privacy policy, please email us or contact us at:

«Next Crew» LLC
Uspenska 44 str., Building 810, Office 16
Odesa, Ukraine, 65048
agency@nextcrewllc.com
nextcrewllc.com

For information about how to contact «Next Crew» LLC please visit the contact page on our website.

31st of July, 2021

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "LIMITED LIABILITY COMPANY" at the top, "REGISTERED IN ODESA, UKRAINE" below it, and "ЄДРПОУ ІД 44260328" at the bottom. In the center of the stamp, the words "NEXT CREW" are written in a stylized font. Below the signature, there is more text in Ukrainian: "ЄКА ЄДРПОУ 44260328", "ЗАПРЕДСТАВЛЯЄ В ИМ'Я ОДЕСЬКА ПОЛІЦІЯ", and "ГОДАРНІСТЬ І ОБМЕЖЕНУ ВІДПОВІДАЛЬНІСТЬ КНЕКСТ КРЕВ".

V. Zolotukhin MNI
Director of “Next Crew” LLC