



GDPR Policy

Innoveva d.o.o (Croatia), Innoveva GmbH (Germany), and Innoveva GmbH (Switzerland), collectively referred to as "Innoveva" hereafter, have diligently aligned their operations to ensure full compliance with the GDPR (General Data Protection Regulation) as stipulated in EU Regulation 2016/679. This regulation, established by the European Parliament and Council, focuses on safeguarding individuals' rights regarding the processing of their personal data and the free movement of such data.

Collection of Personal Data

Visitors to our website can explore its content without the need to disclose any personal information about themselves. In other words, we do not collect visitor data unless it is voluntarily provided by the visitor for the purpose of contacting us or requesting a quote. The same policy applies when individuals submit job applications and resumes. By providing such information, individuals implicitly consent to the collection and processing of their personal data. We ensure that any collected data is not shared with unauthorized third parties, except as legally required. All data is promptly deleted once its original purpose has been fulfilled. Innoveva minimize data collection to only what is necessary for its intended purpose.

Cookies

A 'cookie' is a small data file stored on a computer or mobile device when visiting a specific website. Cookies are employed to enhance the user experience, improve website efficiency, and monitor visitor activity and traffic on our site. If visitors choose to disable or block the storage of cookies, they can still browse our website. However, some features or functionalities of the website may not be accessible, and accessing specific functions may take longer than usual.

Consent Management

Consent is a voluntary, informed, and unambiguous expression of an individual's (clients and employees) willingness to allow their personal data to be processed through affirmative action. Innoveva primarily conduct business with legal entities, for which explicit consent is not required. Personal data protection for legal entities is based on legal legitimacy, derived from signed contracts or issued offers.

GDPR Rights

Individuals whose personal data we process have the following rights, which are guaranteed by the GDPR (General Data Protection Regulation):

- ☐ The right to access and review their data.
- ☐ The right to be informed about how we process their personal data.
- ☐ The right to data portability.

- ❑ The right to withdraw consent.
- ❑ The right to file a complaint.
- ❑ The right to correct and update their personal data if it is incomplete or inaccurate.
- ❑ The right to have their data erased in cases such as when the purpose for processing ends, consent is withdrawn, or a complaint is filed.

To exercise these rights, individuals can contact our Data Protection Officer at via email at info@innoveva.com.

Retention Period for Personal Data Processing

In some instances, Innoveva is legally required to retain personal data for a specific period, as dictated by relevant legal regulations for a particular purpose. If data retention is not legally defined, we limit the storage of personal data to the end of the specific purpose for which it was collected. Personal data is deleted after the expiration of the legal retention period that obliges Innoveva to retain specific personal data, or as previously mentioned, upon the conclusion of the purpose for processing this data.

Technical and Organizational Measures

Within our organization, we have implemented an array of technical and organizational measures to safeguard personal data, in line with the assessed risks associated with it. These measures encompass the protection of office documents, computer security, antivirus policies, data destruction, employee conduct guidelines, contractual arrangements with our external service providers, periodic assessments (audits) of personal data protection management systems, and various other protective measures.