

PRIVACY POLICY (EN)

Effective from: 1 January 2026

Last updated: 27 January 2026

Platform: freel.ee

Data Controller:

Resellit OÜ

Registry code: 16983476

Address: Väike-Patarei ¼-45, Tallinn, Estonia

Email: info@freel.ee

This Privacy Policy describes how freel.ee (hereinafter the *Platform, we, us*) processes personal data when you use the website, create an account, apply for jobs, or publish job listings.

Personal data is processed in accordance with the **EU General Data Protection Regulation (GDPR)** and applicable Estonian legislation.

1. What personal data do we collect?

1.1 Account creation data

- first and last name
- email address
- password (encrypted)
- phone number (optional)

1.2 Profile and application data

- profile information
- CV, portfolio, LinkedIn link
- skills and work experience
- job search preferences
- employer reviews (if provided)

1.3 Employer data

- company name and registry code
- contact person's name
- email address and phone number
- job listing content

1.4 Technical data and cookies

- IP address

- browser and device information
- website usage statistics
- login times
- cookies (see Section 6)

1.5 Communication and customer support

- messages sent via the Platform
 - customer support requests
 - metadata related to user-to-user communication
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2. Purposes of processing personal data

- creating and managing user accounts
 - publishing job listings
 - forwarding job applications
 - providing customer support
 - platform development and security
 - statistics and analytics
 - marketing (only with user consent)
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3. Legal basis for processing (GDPR Article 6)

- performance of a contract
 - legitimate interest (security, analytics)
 - consent (cookies, marketing)
 - legal obligation
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4. Data disclosure and recipients

4.1 Employers

Personal data is disclosed to employers only if the user applies for a job or makes their profile publicly available.

4.2 Service providers (authorized processors)

- web hosting and server services
- email and notification services
- analytics services

- IT development and maintenance
- payment services

Maksekeskus AS

For payment processing, necessary personal data is transferred to Maksekeskus AS.

Maksekeskus processes personal data as an independent data controller in accordance with its own privacy policy.

🔒 **freel.ee does not process, store, or have access to users' payment card or banking details and does not act as a payment intermediary or custodian.**

5. International data transfers

Personal data is not transferred outside the European Economic Area (EEA), except where a service provider is located in the United States (e.g. Google).

In such cases, EU Standard Contractual Clauses (SCCs) and additional safeguards are applied.

6. Cookies

- strictly necessary cookies (mandatory)
 - analytics cookies (with consent)
 - marketing cookies (with consent)
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7. Data retention

- account data: until account deletion + 3 years
 - job listings and profiles: until removed by the user
 - logs and technical data: 1 year
 - consent-based data: until consent is withdrawn
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8. Data security

We apply appropriate technical and organizational measures, including SSL encryption, password hashing, access restrictions, and regular backups.

9. User rights

Users have the right to access, rectify, erase, restrict processing, object, request data portability, withdraw consent, and lodge a complaint with the supervisory authority.

10. Contact details

Resellit OÜ

Email: info@freel.ee

Supervisory authority:

Estonian Data Protection Inspectorate

Email: info@aki.ee