

GlobalPath Privacy Policy

1. Introduction

GlobalPath respects the privacy of applicants and website users. This Privacy Policy explains how personal information is collected, used, stored, disclosed and protected when you use the GlobalPath website, submit an application, upload a CV, communicate with GlobalPath or use related services.

By submitting information through GlobalPath, you acknowledge the processing of your personal information in accordance with this Privacy Policy and applicable law.

2. Information We Collect

GlobalPath may collect the following categories of information:

- **Personal details:** first name, last name and other identification information you voluntarily provide.
- **Contact details:** email address, telephone number and country of residence.
- **Professional information:** profession, industry, qualifications, skills, work experience, employment preferences and preferred destination country.
- **Application information:** information entered into application forms and additional information voluntarily supplied by you.
- **CV information:** your uploaded CV or resume and the information contained in that document.
- **Communications:** enquiries, messages and correspondence exchanged with GlobalPath.
- **Technical and security information:** information reasonably required to operate and protect the website, including server logs, browser or device information and IP information where collected.
- **Payment information:** where a paid service is offered, transaction status, payment reference and related billing information may be processed through an authorized payment provider.

3. How We Use Your Information

GlobalPath may use personal information to:

- receive, administer and review applications;
- assess an applicant's stated experience, skills, qualifications and preferences against potential opportunities;
- communicate with applicants regarding applications, opportunities, enquiries and services;
- provide CV, interview-preparation, career-support or other services requested by the user;
- refer or present suitable applicant information to prospective employers or authorized recruitment partners where appropriate and lawful;
- operate, maintain, secure and improve the GlobalPath website and administrative systems;
- detect misuse, fraud, security threats or unauthorized access;
- maintain necessary business and compliance records; and
- comply with applicable legal and regulatory obligations.

4. Applicant Consent and Lawful Processing

GlobalPath processes personal information only where there is an appropriate lawful basis. Depending on the circumstances, this may include the applicant's consent, steps taken at the applicant's request, performance of a service agreement, compliance with a legal obligation, or legitimate business interests consistent with applicable law.

Where processing is based on consent, the applicant may withdraw that consent subject to applicable legal requirements and any information that must lawfully be retained.

5. CVs and Applicant Documents

CVs are collected for application review, candidate assessment and related career or recruitment purposes. Applicants should provide accurate information and should avoid including personal information that is unnecessary for an employment application.

GlobalPath may retain a CV for consideration in relation to relevant opportunities, subject to the applicant's rights and applicable retention requirements.

6. Sharing of Personal Information

GlobalPath does not sell applicant personal information. Personal information may be shared where reasonably necessary for the purposes described in this Policy, including with prospective employers, authorized recruitment partners, website and database service providers, payment providers, professional advisers and competent authorities where disclosure is legally required.

Only information reasonably relevant to the applicable purpose should be disclosed. Third-party service providers handling information on behalf of GlobalPath are expected to use appropriate confidentiality and security measures.

7. International Data Transfers

Because GlobalPath supports international employment opportunities, applicant information may be transferred to or accessed from another country when reasonably necessary for recruitment, service delivery, hosting or administration. Where applicable law requires safeguards for international transfers, GlobalPath will take appropriate measures to protect the information.

8. Information Security

GlobalPath uses reasonable administrative, technical and organizational safeguards designed to protect personal information against unauthorized access, disclosure, alteration, loss or destruction. Access to applicant records is restricted to authorized persons who require access for legitimate business purposes.

No electronic transmission or storage system can be guaranteed to be completely secure, and users should therefore take reasonable care when submitting information online.

9. Retention and Deletion

GlobalPath retains applicant and service information only for as long as reasonably necessary for the purpose for which it was collected, for relevant future opportunities where appropriate, and to satisfy legitimate business, contractual or legal requirements.

Information that is no longer required will be deleted, anonymized or otherwise securely disposed of in accordance with applicable requirements.

10. Your Privacy Rights

Subject to applicable law, you may have the right to request access to personal information held about you, request correction of inaccurate information, request deletion, restrict or object to certain processing, withdraw consent, or request transfer of information where applicable.

GlobalPath may request reasonable information to verify the identity of a person making a privacy request before acting on it.

11. Cookies and Website Technologies

GlobalPath may use cookies and similar technologies that are necessary for website functionality, security, session management and performance. Where non-essential analytics, advertising or similar technologies are used, appropriate notice and consent mechanisms will be provided where required.

12. Third-Party Services and Links

GlobalPath may provide links to employers, payment services, government resources or other independent websites. Those third parties operate under their own terms and privacy practices. Users should review the privacy information provided by a third party before supplying personal information to it.

13. Employment and Immigration Decisions

Submission of an application or CV does not guarantee an interview, employment offer, sponsorship, work permit or visa. Employment decisions are made by the relevant employer, and immigration decisions are made by the responsible governmental authorities.

14. Changes to this Privacy Policy

GlobalPath may amend this Privacy Policy when necessary to reflect changes to its services, operational practices or legal obligations. The current version published on the GlobalPath website will apply from the date it becomes effective.

15. Contact

Questions, privacy requests, correction requests or deletion requests may be submitted through the official GlobalPath contact channels published on the website.