

PRIVACY POLICY AND TERMS OF USE

1. PRIVACY POLICY

SECTION 1: Identification of the Owner and Categories of Personal Data

1.1. Information about the Personal Data Owner: The operation of the platform and automated information processing are carried out by "MINDCRAFT.AI" Limited Liability Company (hereinafter — the "Company").

- **EDRPOU Code:** 43639346
- **Location:** 19 Lisna St., Lviv, Ukraine.
- **Contact address for inquiries:** nazar.savchenko@mindcraft.ai

1.2. Categories of data subject to processing: To ensure the operation of AI agents (Talent Matcher and Technical Interviewer), the Company processes:

- **General Information (Standard CV Data):** information from resumes (CV), work experience, education, certifications, and contacts.
- **Multimedia Data:** video and audio recordings of technical interview sessions.
- **Digital Characteristics (Biometrics):** voice parameters, facial expressions, and behavioral markers analyzed by artificial intelligence algorithms to assess competencies and identify the person.
- **Technical Metadata:** IP address, device parameters, and the time of the interview.

1.3. Purpose of processing: Processing is carried out for the purpose of automated assessment of the candidate's professional suitability, conducting technical testing using artificial intelligence, and providing analytical reports to employers.

SECTION 2: Automated Processing and Use of Artificial Intelligence (AI) Systems

2.1. Essence of processing: The User understands and agrees that the services use AI and Machine Learning (ML) algorithms to analyze professional competencies and responses.

2.2. Role of Artificial Intelligence: The AI system acts as a supporting tool for technical assessment and the generation of an analytical report (rating).

2.3. Absence of Solely Automated Decision-Making:

- AI results are purely advisory in nature.
- The final hiring decision (offer) is made exclusively by a human.

- Algorithms are not the sole basis for rejection without the possibility of the results being reviewed by a human.

2.4. Security: Data is stored in accordance with international security standards (GDPR, SOC2) in encrypted form on secure cloud servers.

SECTION 3: User Rights

3.1. List of rights: The User has the right to access data, correct it, delete it ("the right to be forgotten"), withdraw consent for biometric processing, and the right to have AI results reviewed by a human.

3.2. Procedure: Inquiries are accepted via email: nazar.savchenko@mindcraft.ai. The review period is up to 30 calendar days.

2. TERMS OF USE

2.1. Access Procedure:

- **2.1.1. Basic Access (Free):** "Mindcraft.ai" LLC provides free access to use the basic version of AI Agents. The scope of available functions is determined by the company independently.
- **2.1.2. Custom Development (Premium/Enterprise):** Adaptation of AI models for specific client needs, integration with internal systems, or development of unique scenarios is carried out on a paid basis according to a separate agreement.
- **2.1.3. Restrictions:** Regardless of the type of access, users are strictly prohibited from reverse engineering, decompiling, or copying the platform's source code.

2.2. Intellectual Property: All algorithms, machine learning models, trademarks, and interfaces are the exclusive property of "Mindcraft.ai" LLC. The User acquires ownership rights only to the final analytical reports generated regarding their candidates.

3.2. Responsibility for Content: The Employer (client) bears full responsibility for the legality of collecting personal data of their candidates invited to the platform and for ensuring they have obtained primary consent for such processing.

4.2. Availability (Uptime) and Support: The Company guarantees service availability at a level of 99.5% of the time. Technical support is provided on business days from 10:00 to 18:00 (EET) via email.

5.2. Limitation of Liability: The Company is not responsible for any hiring decisions or rejections made based on AI analytical reports, nor for any direct or indirect damages associated with the use of the platform.

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