

1.1 Roles

- **Platform Operator:** Tempered Talent (Data Processor)
- **Employers / Clients:** Data Controllers
- **Candidates:** Data Subjects

1.2 Data Processing Activities

Personal data processed may include:

- Identity and contact information
- CVs, qualifications, employment history
- Assessment, interview, and screening results
- Compliance and onboarding documentation

Processing occurs solely to deliver Services under client instruction.

1.3 Security Measures

Tempered Talent implements industry standard safeguards in alignment with ISO and NIST based requirements, including:

- Encryption in transit and at rest
- Role based access control
- Logging and audit trails
- Segregation of client environments
- Vendor risk assessments and DPAs

1.4 Breach Notification

In the event of a personal data breach, Tempered Talent will notify affected clients without undue delay and cooperate with regulatory and remedial actions.