Sellma Talents Privacy Policy

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1. Introduction

Sellma Talents ("we," "our," "us") is committed to protecting your personal data and respecting your privacy.
 This Privacy Policy explains how we collect, use, disclose, and safeguard your personal data when you interact with our services, including our talent platform and AI-assisted matchmaking processes.

We process personal data in compliance with the EU General Data Protection Regulation (GDPR) and the EU Artificial Intelligence Act (AI Act).

If you have any questions about this policy or how we process your data, please contact us at:
hello@sellmatalents.com

2. Who We Are

Sellma Talents is a digital platform designed to connect value driven professionals ("Talents") with clients ("Partners").
 Our mission is to make matchmaking efficient, unbiased, and authentic—supported by responsible use of artificial intelligence.

3. Data We Collect

We collect and process the following categories of personal data:

- Identification and contact information: such as name, email address, phone number, and professional profile.

- Professional and creative information from our talents: Birt time to create Human Design personality analysis, motivation, purpose, experience, education, skills, values etc.

- Platform and interaction data: activity logs, feedback, and communication through our platform.

- Technical data: IP address, browser type, device information, and cookies.

- AI training and optimization data: anonymized or pseudonymized data used to improve our matchmaking algorithms.

We do not intentionally collect or process sensitive personal data (e.g., health, political views, religion) unless explicitly necessary and lawfully justified. The data we collect about you as a talent is solely for the purpose of helping you find the right career.

4. How We Use Your Data

We process your personal data to:

- Manage your registration and account.
- Create your Human Design personality analysis and talent profile summary

- Facilitate matchmaking between talents and clients.

- Communicate updates, opportunities, and relevant information.

- Improve our services and optimize platform performance.

- Train, monitor, and refine our AI-assisted systems to enhance the quality and fairness of matchmaking.

- Fulfill our legal obligations under GDPR and other applicable laws.

5. Use of Artificial Intelligence (AI) in Matchmaking and creation of free talent profile/free company profile

We use AI-assisted systems to enhance and streamline the process of matching talents with clients and to assist you in the creation of a free talent profile or a free company profile.

Key principles:

- Transparency: You are informed that AI is used in the matchmaking process.

- Human oversight: No fully automated decisions are made without human review and intervention. You will always have the option to edit AI generated content.

- Fairness and non-discrimination: We continuously test and audit our AI systems to minimize bias and ensure equitable outcomes.

- Data protection: All personal data used in AI models is securely stored and processed under GDPR standards.

Your rights regarding AI processing:

You may:

- Request information about how your data has been used in the AI-assisted process.

- Ask for a meaningful explanation of the logic involved, where applicable.

- Object to automated processing or request human intervention.

If you do not wish to have your data used for AI-based matchmaking, please contact us at hello@sellmatalents.com. Please note that opting out will delete your profile from our database.

6. Legal Basis for Processing

We process your personal data based on one or more of the following legal grounds:

- Consent: You have given explicit consent for specific processing activities, such as participating in AI-based matchmaking or creating a free ai generated talent profile.

- Performance of a contract: Processing is necessary to provide the services you have requested.

- Legitimate interest: We have a legitimate interest in improving our services, maintaining platform security, and optimizing matchmaking efficiency,

provided your rights and freedoms are not overridden.

- Legal obligation: When required by law or regulation.

7. Data Protection and Security

We implement appropriate technical and organizational measures to protect your personal data, including:

- Encryption in transit and at rest.

- Access control and authentication measures.

- Regular audits and monitoring.

- Data minimization and pseudonymization in AI systems.

- Vendor due diligence for all third-party processors.

We ensure that all partners and service providers handling personal data on our behalf comply with GDPR and the AI Act's security and transparency requirements.

8. Data Retention

We retain personal data only for as long as necessary to fulfill the purposes described in this policy or as required by law.
 Anonymized data used for AI system improvement may be stored longer but cannot be traced back to identifiable individuals.

9. Data Sharing

We may share your data with:

- Clients and partners directly involved in matchmaking.

- Trusted service providers and hosting partners.

- Legal authorities, when required by law.

10. Your Rights Under GDPR

As a data subject, you have the following rights:

- Right of access: Obtain confirmation and a copy of your personal data.

- Right to rectification: Correct inaccuracies or incomplete data.

- Right to erasure ("right to be forgotten"): Request deletion of your data under certain conditions.

- Right to restriction: Limit processing in specific cases.

- Right to portability: Receive your data in a structured, commonly used format.

- Right to object: Object to processing based on legitimate interest or direct marketing.

- Rights related to automated decision-making: Request human intervention, express your point of view, or contest decisions made by automated processes.

To exercise these rights, please contact hello@sellmatalents.com.

11. AI Act Compliance Statement

In alignment with the EU Artificial Intelligence Act, Sellma Talents ensures that:

- AI systems used in matchmaking are classified as *limited-risk* systems.

- Transparency obligations are fulfilled: users are informed that AI is used.

- Human oversight is maintained for all decision-making.

- Systems are designed and tested to prevent bias, ensure fairness, and maintain accuracy.

- Comprehensive technical documentation and risk assessments (including DPIAs) are conducted and stored.

12. Cookies and Tracking Technologies

We use cookies and similar technologies to improve your browsing experience, analyze usage, and personalize content.
 You can manage or withdraw your consent at any time through your browser settings or our cookie management tool.

13. Changes to This Policy

We may update this Privacy Policy from time to time to reflect changes in technology, law (including GDPR or AI Act), or our business practices.
 Any substantial changes will be communicated through our website or directly to you before they take effect.

14. Contact Information

If you have questions, requests, or complaints regarding your personal data, please contact us:

Sellma Talents
✉ Hello@sellmatalents.com
🌐 www.sellmatalents.com

If you believe your data has been processed unlawfully, you may also lodge a complaint with your local Data Protection Authority (DPA).