

Terms and Conditions

These terms and conditions are the contract between you and **VPL Healthcare** (“us”, “we”, etc). By visiting or using Our Website, you agree to be bound by them.

We are VPL Healthcare, a company registered in **Romania**, number **J40/41/04.01.2012**. Our **address is Scolii Street, No. 7, Popesti Leordeni, Ilfov, Romania**.

We are registered with the ANSPDCP (Autoritatea Nationala de Supraveghere a Datelor cu Caracter Personal) from 2014, under the **registration number 34350**.

You are: Anyone who uses Our Website.

Please read this agreement carefully and save it. If you do not agree with it, you should leave Our Website immediately.

These are the agreed terms

1. Definitions

“Content”	means the textual, visual or aural content that is encountered as part of your experience on Our Website. It may include, among other things: text, images, sounds, videos and animations. It includes content Posted by you.
"Intellectual Property"	means intellectual property owned by us, of every sort, whether or not registered or registrable in any country, including intellectual property of kinds coming into existence after today; and including, among others, patents, trademarks, unregistered marks, designs, copyrights, software, domain names, discoveries, creations and inventions, together with all rights which are derived from those rights.
“Our Website”	means any website or service designed for electronic access by mobile or fixed devices which is owned or operated by us. It includes all web pages controlled by us.
"Post"	means place on or into Our Website any Content or material of any sort by any means.
“Services”	means all of the services available from Our Website, whether free or charged.
“Visitor”	means anyone who visits Our Website.

2. Interpretation

In this agreement unless the context otherwise requires:

- 2.1. a reference to a person includes a human individual, a corporate entity and any organisation which is managed or controlled as a unit.
- 2.2. a reference to a person includes reference to that person's successors, legal representatives, permitted assigns and any person to whom rights and obligations are transferred or passed as a result of a merger, division, reconstruction or other re-organisation involving that person.
- 2.3. in the context of permission, "may not" in connection with an action of yours, means "must not".
- 2.4. the headings to the paragraphs and schedules (if any) to this agreement are inserted for convenience only and do not affect the interpretation.
- 2.5. any agreement by either party not to do or omit to do something includes an obligation not to allow some other person to do or omit to do that same thing;
- 2.6. a reference to an act or regulation includes new law of substantially the same intent as the act or regulation referred to.
- 2.7. this agreement is made only in the English language. If there is any conflict in meaning between the English language version of this agreement and any version or translation of this agreement in any other language, the English language version shall prevail.

3. Basis of Contract

- 3.1. We do not offer the Services in all countries. We may refuse to provide the Services if you live in a country we do not serve.
- 3.2. In entering into this contract you have not relied on any representation or information from any source except the definition and explanation of the Services given on Our Website.
- 3.3. Subject to these terms and conditions, we agree to provide to you some or all of the Services described on Our Website at the prices we charge from time to time.
- 3.4. Some of our Services are now or may in future, be available to you only subject to additional terms. Those terms will be set out on Our Website. You now agree that if you choose to use any such service, the relevant terms will become part of this agreement.
- 3.5. You acknowledge that you understand exactly what is included in the Services and you are satisfied that the Services are suitable and satisfactory for your requirements;

3.6. So far as we allow use of our Intellectual Property, we grant a licence to you, limited to the terms set out in this agreement.

3.7. Our contract with you and licence to you last for [date will be agreed in the contract]. Any continuation by us or by you after the expiry date is a new contract under the terms then posted on Our Website. Your continued use of our Services after that shall be deemed acceptance by you of the changed Service, system and/or terms.

3.8. The contract between us comes into existence only when we write to you to confirm that we agree to provide to you the Service you want. Your payment does not create a contract. If we decline to provide a Service we shall immediately return your money to your credit card.

3.9. We may change this agreement and / or the way we provide the Services, at any time. If we do:

3.9.1 The change will take effect when we Post it on Our Website.

4. Your account and personal information

4.1. When you visit Our Website, you accept responsibility for any action done by any person using your name, account or password. You should take all necessary steps to ensure that the password is kept confidential and secure and should inform us immediately if you have any reason to believe that your password has become known to anyone else, or if the password is being, or is likely to be, used in an unauthorised manner.

4.2. You agree that you have provided accurate, up to date, and complete information about yourself. We are not responsible for any error made as a result of such information being inaccurate.

4.3. You agree to notify us of any changes in your information immediately it occurs. If you do not do so, we may terminate your account.

5. VPL Healthcare subscription terms

5.1. Details of the cost and benefits of VPL Healthcare subscription are as set out in a contract if there is the case.

5.2. You do not have to take any action for this to apply. By accepting these terms and conditions, you do instruct us to provide our service immediately.

5.3. We reserve the right to modify the VPL Healthcare subscription rules or system and to change the terms and conditions of this agreement at any time, without notice. Your continued use of the VPL Healthcare Service after such modifications shall be deemed an acceptance by you to be bound

by the terms of the modified agreement. The terms that apply to you are those Posted here on Our Website on the day you subscribe to Our Website.

6. The price

- 6.1. Subscriptions for candidates are free of charge
- 6.2. Subscriptions for clients are agreed in the contract
- 6.3. When you subscribe for a subscription Service, that payment may not cover other Services, for which we will ask you to pay either by addition to your subscription or by a single payment.

7. Renewal payments

- 7.1. These will be subject to contract if the case.

8. Security of your credit card

We take care to make Our Website safe for you to use.

- 8.1. Payment cannot be done on our website.

9. How we handle your Content

- 9.1. Our privacy policy is strong and precise. It complies fully with current Romanian law incorporating the General Data Protection Regulation (GDPR).
- 9.2. If you Post Content to any public area of Our Website it becomes available in the public domain. We have no control over who sees it or what anyone does with it.
- 9.3. Even if access to your text is behind a user registration it remains effectively in the public domain because someone has only to register and log in, to access it. You should therefore avoid Posting unnecessary confidential information.
- 9.4. Posting content of any sort does not change your ownership of the copyright in it. We have no claim over it and we will not protect your rights for you.
- 9.5. You understand that you are personally responsible for your breach of someone else's intellectual property rights, defamation, or any law, which may occur as a result of any Content having been Posted by you;

9.6. You accept all risk and responsibility for determining whether any Content is in the public domain and not confidential.

9.7. Please notify us of any security breach or unauthorised use of your account.

10. Restrictions on what you may Post to Our Website

We invite you to Post Content to Our Website in several ways and for different purposes. We have to regulate your use of Our Website to protect our business and our staff, to protect other users of Our Website and to comply with the law. These provisions apply to all users of Our Website.

We do not undertake to moderate or check every item Posted, but we do protect our business vigorously. If we believe Content Posted breaches the law, we shall co-operate fully with the law enforcement authorities in whatever way we can.

You agree that you will not use or allow anyone else to use Our Website to Post Content or undertake any activity which is or may:

- 10.1. be unlawful, or tend to incite another person to commit a crime;
- 10.2. consist in commercial audio, video or music files;
- 10.3. be obscene, offensive, threatening, violent, malicious or defamatory;
- 10.4. be sexually explicit or pornographic;
- 10.5. be likely to deceive any person or be used to impersonate any person, or to misrepresent your identity, age or affiliation with any person;
- 10.6. request or collect passwords or other personal information from another user without his permission, nor Post any unnecessary personal information about yourself;
- 10.7. be used to sell any goods or services or for any other commercial use not intended by us, for yourself or for any other person. Examples are: sending private messages with a commercial purpose, or collecting information with the intention of passing it to a third party for his commercial use;
- 10.8. include anything other than words (i.e. you will not include any symbols or photographs) except for a photograph of yourself in your profile in such place as we designate;
- 10.9. facilitate the provision of unauthorised copies of another person's copyright work;
- 10.10. link to any of the material specified in this paragraph;
- 10.11. Post excessive or repeated off-topic messages to any forum or group;

10.12. sending age-inappropriate communications or Content to anyone under the age of 18.

11. Your Posting: restricted content

In connection with the restrictions set out below, we may refuse or edit or remove a Posting which does not comply with these terms.

In addition to the restrictions set out above, a Posting must not contain:

- 11.1. hyperlinks, other than those specifically authorized by us;
- 11.2. keywords or words repeated, which are irrelevant to the Content Posted.
- 11.3. the name, logo or trademark of any organisation other than that of you or your client.
- 11.4. inaccurate, false, or misleading information;

12. Removal of offensive Content

12.1. For the avoidance of doubt, this paragraph is addressed to any person who comes on Our Website for any purpose.

12.2. We are under no obligation to monitor or record the activity of any Visitor or customer for any purpose, nor do we assume any responsibility to monitor or police Internet-related activities. However, we may do so without notice to you and without giving you a reason.

12.3. If you are offended by any Content, the following procedure applies:

12.3.1 Your claim or complaint must be submitted to us by post or email at office@vplhealthcare.com.

12.3.2 we shall remove the offending Content as soon as we are reasonably able;

12.3.3 after we receive notice of a claim or complaint, we shall investigate so far as we alone decide;

12.3.4 we may re-instate the Content about which you have complained or not.

12.4. In respect of any complaint made by you or any person on your behalf, you now irrevocably grant to us a licence to publish the complaint and all ensuing correspondence and communication, without limit.

12.5. You now agree that if any complaint is made by you frivolously or vexatiously you will repay us the cost of our investigation including legal fees, if any.

13. Security of Our Website

13.1. If you violate Our Website we shall take legal action against you.

13.2. You now agree that you will not, and will not allow any other person to:

13.2.1 modify, copy, or cause damage or unintended effect to any portion of Our Website, or any software used within it.

13.2.2 link to Our Website in any way that would cause the appearance or presentation of Our Website to be different from what would be seen by a user who accessed Our Website by typing the URL into a standard browser;

13.2.3 download any part of Our Website, without our express written consent;

13.2.4 collect or use any product or service listings, descriptions, or prices;

13.2.5 collect or use any information obtained from or about Our Website or the Content except as intended by this agreement;

13.2.6 aggregate, copy or duplicate in any manner any of the Content or information available from Our Website, other than as permitted by this agreement or as is reasonably necessary for your use of the Services;

13.2.7 share with a third party any login credentials to Our Website;

13.3. Despite the above terms, we now grant a licence to you to:

13.3.1 create a hyperlink to Our Website for the purpose of promoting an interest common to both of us. You can do this without specific permission. This licence is conditional upon your not portraying us or any product or service in a false, misleading, derogatory, or otherwise offensive manner. You may not use any logo or other proprietary graphic or trademark of ours as part of the link without our express written consent.

13.3.2 you may copy the text of any page for your personal use in connection with the purpose of Our Website or a Service we provide.

14. Storage of data

14.1. We may, from time to time, set a limit on the number of messages you may send, store, or receive through the Service. We may delete messages in excess of that limit. We shall give you notice of any change to your limit, except in an emergency.

14.2. We assume no responsibility for the deletion or failure to store or deliver email or other messages.

14.3. You accept that we cannot be liable to you for any such deletion or failure to deliver to you.

14.4. We maintain reasonable procedures for general backup of data for our own purposes but we give no warranty that your data will be saved or backed up.

15. Termination

15.1. This agreement terminates when you decide or at the date agreed in the contract

15.2. You may terminate this agreement at any time, for any reason, with immediate effect. You may terminate the agreement by sending notice to us by post or email.

15.3. We may terminate this agreement at any time, for any reason, with immediate effect by sending you notice to that effect by post or email.

15.4. Termination by either party shall have the following effects:

15.4.1 your right to use the Services immediately ceases;

15.4.2 we are under no obligation to forward any unread or unsent messages to you or any third party;

15.5. There shall be no re-imburement or credit if the Service is terminated due to your violation of the terms of this agreement.

15.6. We retain the right, at our sole discretion, to terminate any and all parts of the Services provided to you, without refunding to you any fees paid if we decide in our absolute discretion that you have failed to comply with any of the terms of this agreement.

16. Interruption to Services

16.1. If it is necessary for us to interrupt the Services, we will give you reasonable notice where this is possible and when we judge the down time is such as to justify telling you.

16.2. You acknowledge that the Services may also be interrupted for many reasons beyond our control.

16.3. You agree that we are not liable to you for any loss, foreseeable or not, arising from any interruption to the Services.

17. Intellectual Property

You agree that at all times you will:

- 17.1. not do anything which does or might reduce the value of our Intellectual Property or challenge our ownership of it.
- 17.2. notify us of any suspected infringement of the Intellectual Property;
- 17.3. so far as concerns software provided or made accessible by us to you, you will not:
 - 17.3.1 copy, or make any change to any part of its code;
 - 17.3.2 use it in any way not anticipated by this agreement;
 - 17.3.3 give access to it to any other person than you, the license in this agreement;
 - 17.3.4 in any way provide any information about it to any other person or generally.
- 17.4. not use the Intellectual Property except directly in our interest.

18. Disclaimers and limitation of liability

- 18.1. The law differs from one country to another. This paragraph applies so far as the applicable law allows.
- 18.2. All implied conditions, warranties and terms are excluded from this agreement. If in any jurisdiction an implied condition, warrant or term cannot be excluded, then this sub paragraph shall be deemed to be reduced in effect, only to the extent necessary to release that specific condition, warranty or term.
- 18.3. Our Website and our Services are provided “as is”. We make no representation or warranty that the Service will be:
 - 18.3.1 useful to you;
 - 18.3.2 of satisfactory quality;
 - 18.3.3 fit for a particular purpose;
 - 18.3.4 available or accessible, without interruption, or without error.
- 18.4. We claim no expert knowledge in any subject. We disclaim any obligation or liability to you arising directly or indirectly from information you take from Our Website.
- 18.5. We make no representation or warranty and accept no responsibility in law for:

- 18.5.1 accuracy of any Content or the impression or effect it gives;
- 18.5.2 delivery of Content, material or any message;
- 18.5.3 privacy of any transmission;
- 18.5.4 third party advertisements which are posted on Our Website or through the Services;
- 18.5.5 the conduct, whether online or offline, of any user of Our Website or the Services;
- 18.5.6 failure or malfunction of computer hardware or software or technical equipment or system connected directly or indirectly to your use of the Services;
- 18.5.7 any act or omission of any person or the identity of any person who introduces himself to you through Our Website;
- 18.5.8 any aspect or characteristic of any services advertised on Our Website;
- 18.6. We shall not be liable to you for any loss or expense which is:
 - 18.6.1 indirect or consequential loss; or
 - 18.6.2 economic loss or other loss of turnover, profits, business or goodwill even if such loss was reasonably foreseeable or we knew you might incur it.
- 18.7. If you become aware of any breach of any term of this agreement by any person, please tell us by emailing us at office@vplhealthcare.com. We welcome your input but do not guarantee to agree with your judgement.

19. You indemnify us

You agree to indemnify us against all costs, claims and expense arising directly or indirectly from:

- 19.1. your failure to comply with the law of any country;
- 19.2. your breach of this agreement;
- 19.3. any act, neglect or default by any agent, employee, licensee or customer of yours;
- 19.4. a contractual claim arising from your use of the Services
- 19.5. a breach of the intellectual property rights of any person;

20. Miscellaneous matters

20.1. If any term or provision of this agreement is at any time held by any jurisdiction to be void, invalid or unenforceable, then it shall be treated as changed or reduced, only to the extent minimally necessary to bring it within the laws of that jurisdiction and to prevent it from being void and it shall be binding in that changed or reduced form. Subject to that, each provision shall be interpreted as severable and shall not in any way affect any other of these terms.

20.2. The rights and obligations of the parties set out in this agreement shall pass to any permitted successor in title.

20.3. If you are in breach of any term of this agreement, we may:

20.3.1 terminate your account and refuse access to Our Website;

20.3.2 remove or edit Content, or cancel any order at our discretion;

20.3.3 issue a claim in any court.

20.4. Any obligation in this agreement intended to continue to have effect after termination or completion shall so continue.

20.5. No failure or delay by any party to exercise any right, power or remedy will operate as a waiver of it nor indicate any intention to reduce that or any other right in the future.

20.6. You agree that we may disclose your information including assigned IP numbers, account history, account use, etc. to any judicial or proper legal authority who makes a written request without further consent or notification to you.

20.7. In the event of a dispute between the parties to this agreement, then they undertake to attempt to settle the dispute by engaging in good faith with the other in a process of mediation before commencing arbitration or litigation.

20.8. In the event of any conflict between any term of this agreement and the provisions of the articles of a limited company or any comparable document intended to regulate any other corporate or collective body, then the terms of this agreement shall prevail.

Privacy Policy

This is the privacy notice of **VPL Healthcare Ltd**. In this document, "we", "our", or "us" refer to VPL Healthcare Ltd.

We are company number **J40/41/04.01.2012** registered in Romania.

Our registered office is at **Scolii Street No. 7, Popesti Leordeni, Ilfov, Romania**.

We are registered with the ANSPDCP (Autoritatea Nationala de Supraveghere a Datelor cu Caracter Personal) from 2014, under the **registration number 34350**.

Introduction

1. This is a notice to inform you of our policy about all information that we record about you. It sets out the conditions under which we may process any information that we collect from you, or that you provide to us. It covers information that could identify you ("personal information") and information that could not. In the context of the law and this notice, "process" means collect, store, transfer, use or otherwise act on information.
2. We regret that if there are one or more points below with which you are not happy, your only recourse is to leave our website immediately.
3. We take seriously the protection of your privacy and confidentiality. We understand that all Candidates in our Database are entitled to know that their personal data will not be used for any purpose unintended by them, and will not accidentally fall into the hands of a third party.
4. We undertake to preserve the confidentiality of all information you provide to us, and hope that you reciprocate.
5. Our policy complies with Romanian law accordingly implemented, including that required by the EU General Data Protection Regulation (GDPR).
6. The law requires us to tell you about your rights and our obligations to you in regards to the processing and control of your personal data. We do this now, by requesting that you read the information provided at www.knowyourprivacyrights.org
7. Except as set out below, we do not share, or sell, or disclose to a third party without your consent, any information collected through our platforms (Website, Blog, Job Forms, E-mail, Private Messages, Phone calls and other online means)

The bases on which we process information about you

The law requires us to determine under which of six defined bases we process different categories of your personal information and to notify you of the basis for each category.

If a basis on which we process your personal information is no longer relevant then we shall immediately stop processing your data.

If the basis changes then if required by law we shall notify you of the change and of any new basis under which we have determined that we can continue to process your information.

1. Information we process because we have a contractual obligation with you

Though there is no formal contract between our company and its public, there may be the case when a contractual obligation is designed and signed by all parties.

In order to carry out our obligations under that contract we must process the information you give us. Some of this information may be personal information.

We may use it in order to:

- verify your identity for security purposes
- promote our services to you
- provide you with our services
- provide you with suggestions and advice on products, services and how to obtain the most from using our platforms.

We process this information on the basis there is a contract between us, or that you have requested we use the information before we enter into a legal contract.

Additionally, we may aggregate this information in a general way and use it to provide class information, for example to monitor our performance with respect to a particular service we provide. If we use it for this purpose, you as an individual will not be personally identifiable.

We shall continue to process this information until the contract between us ends or is terminated by either party under the terms of the contract.

2. Information we process with your consent

Through certain actions when otherwise there is no contractual relationship between us, such as when you browse our website or ask us to provide you more information about our business, including job opportunities, industry news, marketing campaigns and other business related services, you provide your consent to us to process information that may be personal information.

Wherever possible, we aim to obtain your explicit consent to process this information, for example, by asking you to agree to our use of cookies.

Sometimes you might give your consent implicitly, such as when you send us a message by e-mail / other private messages to which you would reasonably expect us to reply.

Except where you have consented to our use of your information for a specific purpose, we do not use your information in any way that would identify you personally. We may aggregate it in a general way and use it to provide class information, for example to monitor the performance of a particular page on our website.

If you have given us explicit permission to do so, we may from time to time pass your name and contact information to selected associates whom we consider may provide services or products you would find useful.

Also, when you will give us explicit consent, we will share your personal information with Third Parties only for the scopes we will previously mention to you (i.e. starting / completing the recruitment process, starting / completing a training provided by Third Parties).

We continue to process your information on this basis until you withdraw your consent or it can be reasonably assumed that your consent no longer exists.

You may withdraw your consent at any time by instructing us at office@vplhealthcare.com. However, if you do so, you may not be able to use our website or our services further.

3. Information we process for the purposes of legitimate interests

We may process information on the basis there is a legitimate interest, either to you or to us, of doing so.

Where we process your information on this basis, we do after having given careful consideration to:

- whether the same objective could be achieved through other means
- whether processing (or not processing) might cause you harm
- whether you would expect us to process your data, and whether you would, in the round, consider it reasonable to do so

For example, we may process your data on this basis for the purposes of:

- record-keeping for the proper and necessary administration of VPL Healthcare
- responding to unsolicited communication from you to which we believe you would expect a response
- protecting and asserting the legal rights of any party
- insuring against or obtaining professional advice that is required to manage VPL Healthcare's risk
- protecting your interests where we believe we have a duty to do so

4. Information we process because we have a legal obligation

We are subject to the law like everyone else. Sometimes, we must process your information in order to comply with a statutory obligation.

For example, we may be required to give information to legal authorities if they so request or if they have the proper authorisation such as a search warrant or court order.

This may include your personal information.

Specific uses of information you provide to us

Information provided on the understanding that it will be shared with a third party

Our website allows you to post information with a view to that information being read, copied, downloaded, or used by us or other people.

Examples include:

- posting a message on our platforms
- tagging an image
- clicking on an icon next to another visitor's message to convey your agreement, disagreement or thanks

In posting personal information, it is up to you to satisfy yourself about the privacy level of every person who might use it.

We do not specifically use this information except to allow it to be displayed or shared.

We do store it, and we reserve a right to use it in the future in any way we decide.

Once your information enters the public domain, we have no control over what any individual third party may do with it. We accept no responsibility for their actions at any time.

Provided your request is reasonable and there is no legal basis for us to retain it, then at our discretion we may agree to your request to delete personal information that you have posted. You can make a request by contacting us at office@vplhealthcare.com.

As it is the case, in order to complete the recruitment process and complete your employment file, our company will ask for your personal information that will be further shared with your future employer.

Complaints regarding content on our website

We attempt to moderate user generated content, but we are not always able to do so as soon as that content is published.

If you complain about any of the content on our website, we shall investigate your complaint.

If we feel it is justified or if we believe the law requires us to do so, we shall remove the content while we investigate.

Free speech is a fundamental right, so we have to make a judgment as to whose right will be obstructed: yours, or that of the person who posted the content that offends you.

If we think your complaint is vexatious or without any basis, we shall not correspond with you about it.

Complaints can be send to office@vplhealthcare.com

Job application and employment

If you send us information in connection with a job application, we may keep it for up to six years in case we decide to contact you at a later date regarding other professional opportunities.

If we employ you, we collect information about you and your work from time to time throughout the period of your employment. This information will be used only for purposes directly relevant to your employment. After your employment has ended, we will keep your file for six years before destroying or deleting it.

Sending a message to our support team

When you contact us, using our platforms, we collect the data you have given to us in order to reply with the information you need.

We record your request and our reply in order to increase the efficiency of our organisation.

We keep personally identifiable information associated with your message, such as your name and email address so as to be able to track our communications with you to provide a high quality service.

Complaining

When we receive a complaint, we record all the information you have given to us. We use that information to resolve your complaint.

If your complaint reasonably requires us to contact some other person, we may decide to give to that other person some of the information contained in your complaint. We do this as infrequently as possible, but it is a matter for our sole discretion as to whether we do give information, and if we do, what that information is.

We may also compile statistics showing information obtained from this source to assess the level of service we provide, but not in a way that could identify you or any other person.

Affiliate and business partner information

This is information given to us by you in your capacity as an affiliate of us or as a business partner.

It allows us to recognise visitors that you have referred to us, and to credit to you commission due for such referrals. It also includes information that allows us to transfer commission to you.

The information is not used for any other purpose.

We undertake to preserve the confidentiality of the information and of the terms of our relationship.

We expect any affiliate or partner to agree to reciprocate this policy.

[Use of information we collect through automated systems when you visit our website](#)

Cookies

Cookies are small text files that are placed on your computer's hard drive by your web browser when you visit any website. They allow information gathered on one web page to be stored until it is needed for use on another, allowing a website to provide you with a personalised experience and the website owner with statistics about how you use the website so that it can be improved.

Some cookies may last for a defined period of time, such as one day or until you close your browser. Others last indefinitely.

Your web browser should allow you to delete any you choose. It also should allow you to prevent or limit their use.

Our website uses cookies. They are placed by software that operates on our servers, and by software operated by third parties whose services we use.

When you first visit our website, we ask you whether you wish us to use cookies. If you choose not to accept them, we shall not use them for your visit except to record that you have not consented to their use for any other purpose.

If you choose not to use cookies or you prevent their use through your browser settings, you will not be able to use all the functionality of our website.

We use cookies in the following ways:

- to track how you use our website
- to record whether you have seen specific messages we display on our website
- to keep you signed in our site
- to record your answers to surveys and questionnaires on our site while you complete them
- to record the conversation thread during a live chat with our support team

Personal identifiers from your browsing activity

Requests by your web browser to our servers for web pages and other content on our website are recorded.

We record information such as your geographical location, your Internet service provider and your IP address. We also record information about the software you are using to browse our website, such as the type of computer or device and the screen resolution.

We use this information in aggregate to assess the popularity of the web pages on our website and how we perform in providing content to you.

If combined with other information we know about you from previous visits, the data possibly could be used to identify you personally, even if you are not signed in to our website.

Our use of re-marketing

Re-marketing involves placing a cookie on your computer when you browse our website in order to be able to serve to you an advert for our products or services when you visit some other website.

We may use a third party to provide us with re-marketing services from time to time. If so, then if you have consented to our use of cookies, you may see advertisements for our products and services on other websites.

Disclosure and sharing of your information

Information we obtain from third parties

Although we do not disclose your personal information to any third party (except as set out in this notice), we sometimes receive data that is indirectly made up from your personal information from third parties whose services we use.

Third party advertising on our website

Third parties may advertise on our website. In doing so, those parties, their agents or other companies working for them may use technology that automatically collects information about you when their advertisement is displayed on our website.

They may also use other technology such as cookies or JavaScript to personalise the content of, and to measure the performance of their adverts.

We do not have control over these technologies or the data that these parties obtain. Accordingly, this privacy notice does not cover the information practices of these third parties.

Data may be processed outside the European Union

Our websites are hosted in Romania.

We may also use outsourced services in countries outside the European Union from time to time in other aspects of our business.

Accordingly data obtained within Romania or any other country could be processed outside the European Union.

For example, some of the software our website uses may have been developed in other continents or employers may be situation outside the EU.

We use the following safeguards with respect to data transferred outside the European Union:

- the data protection clauses in our contracts with data processors include transfer clauses in accordance with the GDPR
- we comply with a code of conduct in accordance with the GDPR
- we are certified under an approved certification mechanism as provided for in the GDPR and ANSPDCP (registration number 34350)
- both our organisation and the processor are public authorities between whom there is either a legally binding agreement or administrative arrangements in accordance with the GDPR

Access to your own information

Access to your personal information

At any time you may review or update personally identifiable information that we hold about you, by signing in to your account on our website (if the case) or sending us an e-mail at office@vplhealthcare.com.

To obtain a copy of any information that is not provided on our website you may send us a request at office@vplhealthcare.com.

After receiving the request, we will tell you when we expect to provide you with the information.

Removal of your information

If you wish us to remove personally identifiable information from our website, you may contact us at office@vplhealthcare.com.

This may limit the service we can provide to you.

Verification of your information

When we receive any request to access, edit or delete personal identifiable information we shall first take reasonable steps to verify your identity before granting you access or otherwise taking any action. This is important to safeguard your information.

Other matters

Use of site by children

We do not sell products or provide services for purchase by children, nor do we market to children.

If you are under 18, you may use our website only with consent from a parent or guardian

We collect data about all users of and visitors to these areas regardless of age, and we anticipate that some of those users and visitors will be children.

Such child users and visitors will inevitably visit other parts of the site and will be subject to whatever on-site marketing they find, wherever they visit.

Encryption of data sent between us

We use Secure Sockets Layer (SSL) certificates to verify our identity to your browser and to encrypt any data you give us.

Whenever information is transferred between us, you can check that it is done so using SSL by looking for a closed padlock symbol or other trust mark in your browser's URL bar or toolbar.

How you can complain

If you are not happy with our privacy policy or if have any complaint then you should tell us by email. Our address is office@vplhealthcare.com

If a dispute is not settled then we hope you will agree to attempt to resolve it by engaging in good faith with us in a process of mediation or arbitration.

If you are in any way dissatisfied about how we process your personal information, you have a right to lodge a complaint with the ANSPDCP following this link: http://www.dataprotection.ro/?page=Modele_de_plangere

Retention period for personal data

Except as otherwise mentioned in this privacy notice, we keep your personal information only for as long as required by us:

- to provide you with the services you have requested;
- to comply with other law, including for the period demanded by our tax authorities;
- to support a claim or defence in court.

Compliance with the law

Our privacy policy has been compiled so as to comply with the law of every country or legal jurisdiction in which we aim to do business. If you think it fails to satisfy the law of your jurisdiction, we should like to hear from you.

However, ultimately it is your choice as to whether you wish to use our website.

Review of this privacy policy

We may update this privacy notice from time to time as necessary. The terms that apply to you are those posted here on our website on the day you use our website. We advise you to print a copy for your records.

Your Rights:	The right to be informed – you can ask for information regarding the processing activities of your personal data The right to rectification – you can correct the personal data we have access at The right to erasure – you can ask the erasure of personal data from our data base The right to restrict processing – you can ask to restrict processing in case you do not agree with the accuracy of data or in other cases provided by law The right to data portability – you can ask your data to be moved to other operators The right to object – you have the right to oppose to processing of your data Rights in relation to automated decision making and profiling
Types of personal data we collect	Geolocation data, signature, e-mail, contact details, studies, address, employment details, police checks, full name, health checks, education details, birth place, IP address, nationality, identification number, biometrical data, birth date, traffic details, banking information, profession, images.
Scopes of collecting your personal data:	For completing your employment file For promoting our services (job opportunities) to you For future promotional activities To monitor the performance of a particular page on our website To record-keeping for the proper and necessary administration of VPL Healthcare To respond to unsolicited communication from you To protect your interests where we believe we have a duty to do so

If you have any question regarding our privacy policy, please contact us at office@vplhealthcare.com