

Privacy Policy – InlandCrew Connect

Effective Date: July 2025

InlandCrew Connect sp. z o.o. ("ICC", "we", "us", "our") is committed to protecting the privacy and personal data of our clients, candidates, and visitors. This Privacy Policy explains how we collect, use, store, and protect your information in accordance with the General Data Protection Regulation (GDPR - EU 2016/679) and other applicable laws.

1. Who We Are

InlandCrew Connect sp. z o.o.

ul. Główna 53, 55-003 Jeszkowice, Poland

VAT EU: PL 8961632018

Email: info@icrewc.com

2. What Personal Data We Collect

We collect and process personal data that is necessary to provide our services. This may include:

- Full name
- Address
- Email address
- Telephone number
- CV, qualifications, and certifications
- Work history and experience
- Nationality / ID / Passport copies (if required for legal purposes)
- Other information relevant to employment or recruitment

3. How We Use Your Data

We use your data to:

- Facilitate recruitment and crew placement processes
- Match candidates with suitable clients and vacancies
- Prepare and manage contracts and employment documentation
- Comply with legal and maritime regulations
- Communicate with you during the recruitment process
- Fulfill our contractual obligations towards clients and candidates

We never sell your data to third parties.

4. Legal Basis for Processing

We process personal data on the following legal bases:

- Your explicit consent (e.g., submitting your CV or application)
- Performance of a contract (e.g., crew placement, employment contracts)
- Compliance with legal obligations (e.g., maritime law, labor regulations)

- Legitimate interest (e.g., improving services, protecting our operations)

5. How We Share Your Data

We may share your personal data with:

- Clients (shipowners, shipping companies) who require crew
- Legal authorities, if required by law
- External advisors (legal, tax, compliance) if necessary for operations
- Software providers (CRM, payroll, communication tools) under strict data protection agreements

We only share the minimum necessary information.

6. Data Storage and Retention

Your data is securely stored in compliance with GDPR. We retain personal data:

- For the duration of our relationship
- As long as required by law (e.g., tax, labor, maritime regulations)
- No longer than necessary for the purposes it was collected

CVs and applications without activity for 24 months will be deleted unless consent is renewed.

7. Your Rights Under GDPR

You have the right to:

- Access your data
- Correct inaccurate data
- Request deletion ("right to be forgotten")
- Restrict or object to processing
- Data portability (where applicable)
- Withdraw consent at any time

To exercise these rights, please email: info@icrewc.com

8. Data Security

We implement appropriate technical and organizational measures to protect your data against unauthorized access, alteration, disclosure, or destruction.

9. Changes to this Policy

We may update this Privacy Policy periodically. Updates will be published on our website with the latest revision date.

10. Contact for Privacy Matters

For questions, concerns, or to exercise your rights, please contact:

Data Protection Officer

InlandCrew Connect sp. z o.o.

Email: info@icrewc.com