



Privacy Statement

Thank you for choosing Nanjing Spiry Enterprise Management Consulting Co., Ltd. (hereinafter referred to as "the Company" or "we") as your partner on your professional development journey. We fully understand the importance of personal information protection and commit to strictly adhering to relevant Chinese laws and regulations to ensure the proper protection of your personal privacy. The following is our company's Privacy Statement, which aims to explain to you how we collect, use, protect, and share your personal information.

I. Information Collection

Registration and Job Application Information: When you register as a user of the Company or submit a job application, we will, with your written consent, request necessary personal information from you, including but not limited to your name, gender, age, contact details (such as mobile phone number, email address), educational background, work experience, and job preferences. This information will be used to assess your professional background and job requirements fit, as well as to provide you with personalized job recommendations.

Sensitive Information Handling: We promise not to collect your sensitive information, such as ID numbers or bank account details, without a legitimate reason. If such information needs to be collected for specific services, we will clearly inform you of the purpose of collection, usage methods, and protective measures, and obtain your explicit consent.

II. Information Usage

Service Provision: The information collected is primarily used to provide you with job recommendations, resume matching, interview arrangements, and other headhunting services, as well as to improve our service quality.

Internal Management and Analysis: We may conduct statistical analysis on your information to understand user preferences, service usage patterns, etc., for optimizing internal management, enhancing service efficiency, and formulating market strategies.

III. Information Protection

Security Measures: We have implemented a series of technical and administrative measures, including but not limited to data encryption, access control, and security audits, to ensure the security of your personal information.

Data Retention: We retain only the personal information necessary for service provision and will delete or anonymize relevant information upon completion of the service or upon your request, in accordance with relevant laws and regulations.

IV. Your Rights

Right to Know: You have the right to know how we collect and use your personal information.

Right to Choose: You have the right to choose whether to provide us with your personal information and whether to consent to specific processing of your personal information.



Right to Rectification and Deletion: If you find that the personal information we have collected or displayed is incorrect, or if you no longer wish us to continue using your personal information, you have the right to request us to rectify or delete the relevant information.

Right to Complaint and Supervision: If you believe that our privacy protection measures fail to adequately protect your personal information, you have the right to file a complaint with relevant regulatory agencies or seek other legal remedies.

V. Updates to Privacy Policy

We reserve the right to update this Privacy Statement at any time. The updated Privacy Statement will be published on our company website or application and will take effect from the date of publication. Please review this Privacy Statement periodically to stay informed of our latest privacy protection measures.

VI. Contact Information

Should you have any inquiries or suggestions regarding this Privacy Statement, please feel free to reach out to us via the following channels:

Email: [msong@spiry.com.cn]

Address: Room 1204, Building 2, No. 109 Ruanjian Avenue, Yuhuatai District, Nanjing City

Nanjing Spiry Enterprise Management Consulting Co., Ltd. is committed to continuously protecting your personal privacy rights and providing you with safer and more professional headhunting services. Thank you for your trust and support!

[September 1, 2023]