Yadanoo — Privacy Policy

English

VERSION 2 — Effective 15 November 2026 (changes highlighted in yellow)

Privacy Policy — Yadanoo

1. INTRODUCTION

At Yadanoo, accessible at www.yadanoo.com, the privacy and security of our users is a priority. This Privacy Policy explains what personal data we collect, how we use it, with whom we share it, and what rights you have in relation to it.

Yadanoo's platform and job listings are exclusively directed at, and operated for, employers and job seekers in the following countries: Iraq, Syria, Lebanon, Jordan, the United Arab Emirates, the Kingdom of Saudi Arabia, Kuwait, Oman, Bahrain, Qatar, Egypt, and Tunisia ("Operating Countries"). This Privacy Policy is designed primarily to comply with the data protection frameworks applicable in the Operating Countries, including the Kingdom of Saudi Arabia's Personal Data Protection Law (PDPL) and the United Arab Emirates' Federal Decree-Law No. 45 of 2021 on the Protection of Personal Data, which apply to the personal data of individuals in those countries regardless of where Yadanoo itself is based or where its data is hosted.

Yadanoo does not target, market to, or direct its job postings or services toward individuals located in the European Economic Area (EEA), United Kingdom, or elsewhere outside the Operating Countries. Where an individual located outside the Operating Countries chooses, on their own initiative, to register and use the platform (for example, to apply for a role in one of the Operating Countries), Yadanoo will make reasonable, good-faith efforts to honor comparable data rights as a matter of practice, as described in Section 11.

This Privacy Policy applies to all personal data collected through Yadanoo's website, platform, and related services. It does not apply to information collected offline or through channels other than the Yadanoo platform.

If you have any questions about this Privacy Policy, please contact us using the details provided at the end of this document.

2. WHO WE ARE (DATA CONTROLLER)

Yadanoo acts as the data controller for the personal data collected through this platform and determines the purposes and means of its processing.

As Yadanoo's services are directed at the Operating Countries, Yadanoo's primary data protection obligations arise under the data protection laws of those countries, including the Saudi PDPL and the UAE PDPL, both of which apply extraterritorially to the personal data of individuals located in those countries. Yadanoo does not have a registered office, subsidiary, or legal representative in the European Economic Area or United Kingdom, and does not consider itself subject to the GDPR given that it does not target or direct services to individuals in those regions (see Section 11).

Yadanoo's Terms of Use specify England and Wales law as the governing law for resolving contractual disputes. This is a choice of contract law only and does not mean Yadanoo is established in, or offers

services to, the United Kingdom for the purposes of data protection law; the applicability of the GDPR or UK GDPR is instead determined by whether Yadanoo targets or monitors individuals in the EEA/UK, which it does not, as explained in Section 11.

3. LEGAL BASIS FOR PROCESSING

Yadanoo processes personal data on the following legal bases depending on the nature of the data and the purpose of processing:

Consent — where you have given clear, informed consent for a specific processing purpose (e.g., marketing communications, optional mailing lists). You may withdraw your consent at any time.

Contractual necessity — where processing is necessary to perform a contract with you or to take steps at your request before entering a contract (e.g., creating and maintaining your account, processing job applications, processing Guest Applications, verifying employer accounts).

Legitimate interests — where processing is necessary for Yadanoo's legitimate business interests, provided those interests are not overridden by your rights and interests (e.g., fraud prevention, spam and abuse prevention, keeping a record of your acceptance of our terms, platform security, web crawling and aggregation of publicly available job listings, analytics).

Legal obligation — where processing is necessary to comply with a legal obligation applicable to Yadanoo.

By using the Yadanoo platform, registering an account, or submitting a Guest Application, you acknowledge that you have read and understood this Privacy Policy. Where consent is the legal basis for processing, you will be asked to give explicit consent at the point of data collection.

4. INFORMATION WE COLLECT

4.1 Information You Provide Directly

Job seekers, when registering and using the platform, may provide:

Full name • Email address • Phone number • Profile picture • CV, resume, and any documents you upload to the platform • Job applications submitted through the platform, including responses to any application questions • Communications you send to us, including support requests

A profile is required to apply for jobs through Yadanoo, except where the Guest Application option is available (see Section 4.5). Where an employer uses the "Easy Apply" feature, contact details such as email addresses and phone numbers are not permitted to appear in the public job description or listing; application and contact details are exchanged only through the platform's designated fields.

Each time you apply for a job, Yadanoo automatically generates a PDF copy of your profile (including the information listed above, such as your name, contact details, and CV) and sends it directly to the employer by email. This PDF is transmitted through Yadanoo's transactional email provider as an email attachment. See Sections 6.1 and 6.2 for further detail on this data flow.

Employers, when registering and using the platform, may provide:

Company name and details • Trade license or equivalent business registration document • Registered office address • In some cases, a photograph of the business's office/premises frontage, used solely for verification purposes • Name, email address, and phone number of the individual(s) managing the account • Communications sent to us, including support requests



4.2 Information Collected Automatically

When you visit or use the platform, we automatically collect certain technical information, including: IP address, browser type and version, Internet Service Provider (ISP), device identifiers (for push notification services, provided directly by Yadanoo's own systems, not a third-party provider), pages visited and time spent on the platform, referring and exit pages, date and time of access.

This technical data, including IP addresses, is personal data. It is used for platform security, fraud prevention, analytics, and service improvement, and is retained in accordance with Section 8 below.

4.3 Cookies and Tracking Technologies

Yadanoo uses cookies and similar tracking technologies to enhance your experience on the platform. We use: Essential cookies (necessary for the platform to function, cannot be disabled); Analytics cookies (aggregated and anonymised); Advertising cookies (used by our advertising network partner(s), governed by the relevant advertising network's own privacy policy — we will update this Policy if our advertising partners change).

You can manage or disable cookies through your browser settings, though this may affect platform functionality. For users subject to GDPR, non-essential cookies are only activated upon explicit consent.

4.4 Aggregated Job Listings

In addition to listings submitted directly by registered employers, Yadanoo operates its own web crawler to source publicly available job listings from external websites ("Aggregated Listings"). Our crawling process collects job listing content (titles, descriptions, locations, application links) and does not knowingly collect or store personal data of named individuals.

Aggregated Listings are retained indefinitely as job posting content. Where a listing incidentally contains personal data, or the original source/employer requests removal, Yadanoo will remove or correct it upon request.

4.5 Guest Applications

From 15 November 2026, you may apply for certain jobs without creating an account ("Guest Application"). When you submit a Guest Application, we collect:

First and last name • Email address • Mobile number • CV (PDF) • Cover letter (optional) • Your answers to the employer's screening questions • Your IP address, the language of the site, and the date and time you accepted the Terms of Use and this Privacy Policy

Accepting the Terms of Use and this Privacy Policy is required to submit a Guest Application. We keep a record of your acceptance, including the date, time, language, and IP address, as evidence of your acceptance and to prevent abuse.

How your application is handled. Your CV is stored in private storage that is not publicly accessible, and is automatically checked for harmful content on Yadanoo's own systems; it is not shared with any outside service for this purpose. You will receive a confirmation email. A member of the Yadanoo team then reviews your application manually, solely to confirm that the attachment is a genuine CV. Approved applications are sent by email, with your CV attached, to the employer that posted the job. If your application is declined, we will inform you by email and you may apply again. If it is not reviewed within 14 days, it expires and we will inform you by email. If your answers do not meet an employer's screening requirements, your application is still sent and the employer is shown the answers that were



not met. Once sent, an application cannot be withdrawn or edited; the application form tells you this before you submit.

Abuse prevention. To prevent spam and misuse, we apply verification measures, including a bot-detection tool provided by a third-party service where enabled, and limits on the number of applications that can be submitted. For this purpose we process your IP address and related technical information.

What we do not do. We do not analyse your CV using artificial intelligence or any third-party service, we do not add your information to a candidate database, and we do not use it for job matching or for any purpose other than those described in this Policy.

5. HOW WE USE YOUR INFORMATION

To create, manage, and maintain your account; to enable applications and application review; to verify employer identity and legal existence; to communicate with you; to send transactional emails and notifications; to send marketing communications where opted in; to detect and prevent fraud and abuse; to analyse and improve the platform; to process, review, and deliver Guest Applications; to prevent spam and abuse; to comply with legal obligations.

6. HOW WE SHARE YOUR DATA

6.1 With Employers

When you apply for a job, Yadanoo generates a PDF copy of your profile — name, email, phone number, profile picture, and CV — and sends it directly to the employer by email. The employer can also access this data through their dashboard.

Once an employer has received or accessed your data, that employer becomes an independent controller of it, and its further handling is outside Yadanoo's control. Deleting your account does not retract a PDF already delivered to an employer's inbox; corrections/deletions of employer-held data must be requested from the employer directly.

Guest Applications. After manual review, Yadanoo sends your Guest Application, including your contact details, answers, cover letter (if any), and CV, by email to the employer that posted the job. Once delivered, the employer becomes an independent controller of that information and is responsible for it, and its handling is outside Yadanoo's control. Because a sent application cannot be withdrawn, any request to correct or delete the copy held by the employer must be made to the employer directly. Within Yadanoo, only authorised team members involved in the review can access your Guest Application.

6.2 With Third-Party Service Providers and Consultants

Yadanoo works with a limited number of service providers, and may engage a lawyer or outsourced due-diligence provider to verify employer authenticity. Providers' access is limited to what's necessary, and they may not use your data for their own purposes.

CDN & Network Security — Access: Yes — Data: IP addresses (in transit) — Processed in: United States
Hosting / Servers — Access: Yes — Data: All platform data, at rest — Processed in: Germany
Transactional Email Provider — Access: Yes (mandatory) — Data: Email address; full application PDF as attachment; Guest Application details and CV as attachment — Processed in: United States
Mailing List (marketing) — Access: Yes (optional) — Data: Email address — Processed in: United States
Service Status & Monitoring — Access: Yes (optional) — Data: Email address — Processed in: United States



Help / Support Desk — Access: Yes (mandatory) — Data: Email, phone number — Processed in: Germany
Web Analytics — Access: Yes — Data: Aggregated tracking identifiers — Processed in: United States
Media/File Storage — Access: Yes — Data: CVs, profile pictures, documents, Guest Application CVs (temporary) — Processed in: Germany
Advertising Network(s) — Access: Yes (optional) — Data: Cookies, tracking tags — Processed in: Governed by the relevant advertising network's own privacy policy
Employer Verification/Due Diligence — Access: Yes (as needed) — Data: Business docs, employer contacts — Processed in: Case-by-case
Push Notifications — Access: Yes — Data: Device identifiers — Processed in: In-house (Yadanoo)
Anti-Spam Verification (where enabled) — Access: Yes (optional) — Data: IP address, browser and interaction data — Processed in: Governed by the provider's own privacy policy

6.3 Advertising: Yadanoo may work with one or more third-party advertising networks to display advertisements on the platform. These networks operate independently under their own privacy policies; you may opt out of personalised advertising through the settings provided by the relevant advertising network, or through your browser or device settings.

6.4 Legal Disclosure: Yadanoo may disclose data where required by law, court order, or competent authority.

7. INTERNATIONAL DATA TRANSFERS

Core infrastructure is hosted in Germany; some supporting services run in the United States. Because Yadanoo's users are located in the Operating Countries, your data is transferred outside your country of residence — an international transfer under Saudi PDPL and UAE PDPL. By registering and submitting data, you consent to this transfer, which Yadanoo relies on pending formal adequacy mechanisms. Yadanoo applies reasonable contractual/technical safeguards and will adopt SCCs/BCRs as required. EEA/UK users' transfers are additionally supported by mechanisms like the EU-US Data Privacy Framework.

8. DATA RETENTION

Account data: retained while active; 90 days on backup after deletion, then permanently deleted (except legal/fraud exceptions).

Job applications (registered users): retained indefinitely unless withdrawn, account deleted, or the job posting is removed.

Guest Applications: the CV is deleted from our storage as soon as the application is delivered, declined, or expires. All other information (name, contact details, answers, cover letter, IP address, and the related log entry) is deleted automatically after 90 days. The copy delivered to the employer is held by the employer, outside Yadanoo's control.

Log files (incl. IP addresses): 90 days.

Aggregated listings: indefinite, removable on request.

9. DATA SECURITY

Reasonable technical/organisational measures are used (encryption, access controls, security reviews), though no method is completely secure. High-risk breaches trigger notification per applicable law.



10. YOUR DATA PROTECTION RIGHTS

Right to access, rectification, erasure (subject to Section 6.1), restriction, objection, portability, withdrawal of consent, and to lodge a complaint. Requests answered within 30 days (extendable by two months for complex cases). Guest applicants may exercise these rights by contacting us from the email address used for the application. Where an application has already been delivered, requests concerning the employer's copy must be directed to the employer (see Section 6.1).

11. NOTE FOR USERS OUTSIDE THE OPERATING COUNTRIES (INCLUDING EEA/UK USERS)

Yadanoo does not target the EEA/UK and does not consider GDPR/UK GDPR to apply. If an outside user registers on their own initiative, Yadanoo will, as good practice (not legal obligation): honor the rights in Section 10; apply the same retention/security/sharing practices; note that CVs/photos may incidentally reveal nationality, gender, or ethnicity — inclusion is the user's choice.

12. DATA PROTECTION IN THE OPERATING COUNTRIES

12.1 Saudi Arabia (PDPL): processed per the Saudi PDPL; rights per Section 10; complaints to Yadanoo or SDAIA; hosting abroad treated as cross-border transfer per Section 7.

12.2 United Arab Emirates (PDPL): processed per UAE Federal Decree-Law No. 45/2021; rights per Section 10; complaints to Yadanoo or the UAE Data Office; same cross-border treatment.

12.3 Other Operating Countries: Qatar, Bahrain, Kuwait, Oman, Jordan, Lebanon, Egypt, Tunisia, Syria, Iraq users may contact Yadanoo for rights requests under local law; baseline principles apply where no comprehensive law exists yet.

13. LOG FILES: Standard server logs (IP, browser, ISP, timestamps) used for security/fraud/trend analysis, retained 90 days.

14. CHILDREN'S PRIVACY: Not intended for under-13s. Ages 13–18 require parental consent/supervision.

15. THIRD-PARTY WEBSITES AND LINKS: This Policy doesn't cover third-party sites linked from the platform.

16. CHANGES TO THIS PRIVACY POLICY: Updated periodically; material changes notified; continued use = acceptance.

17. CONTACT US

Yadanoo — Email: privacy@yadanoo.com — Website: www.yadanoo.com

Our support team is the designated privacy contact point. Mark requests "Data Protection Request."

Last Updated: 10 November 2026

Valid from November 15, 2026