

Privacy Policy

Model Policy Name: Website Privacy Statement

Effective Date: 1st August 2025

Company Name: Flok Jobs Ltd

Registered Address: 128 City Road, London, United Kingdom, EC1V 2NX

Company Number: 16423436

1. Introduction

Welcome to Flok Jobs Ltd ("Flok", "we", "our", "us"). We are committed to protecting and respecting your privacy.

This Website Privacy Policy explains how we collect, use, disclose, and protect your personal data when you visit our website www.flokjobs.com, whether you are a jobseeker or an employer.

We comply with all applicable UK data protection laws including the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018 and the Privacy and Electronic Communications Regulations (PECR).

2. Who We Are

Flok Jobs Ltd is a UK-based technology platform connecting hospitality employers with verified, available, and flexible workers in real time.

If you have any questions about how we handle your data, please contact:

Email: support@flokjobs.com

3. Data We May Collect From You

We may collect and process the following categories of personal data:

A. Information You Provide

- Your name, email address, phone number
- Your business details (employers)
- Your CV and work history (jobseekers)
- Your responses to forms, surveys, or job applications
- Any other personal information you choose to give us

B. Technical Data

- Your IP address and browser type
- Device information
- Referral source
- Time zone, session length, and page interaction data

C. Usage & Marketing Data

- Website behaviour (clicks, pages viewed, time spent)
- Preferences for marketing and communication
- Social media interactions (if you connect via LinkedIn/Facebook)

4. How We Use Your Data

We use your personal data to:

- Register your interest as a jobseeker or employer
- Contact you about early access, beta trials or updates
- Provide relevant job or candidate information
- Send marketing communications (only if you opt in)
- Improve our website, services, and user experience
- Comply with our legal and regulatory obligations

5. Lawful Bases for Processing

We rely on the following lawful bases to process your data:

- **Consent** – where you have explicitly agreed (e.g. subscribing to emails)
- **Contract** – where processing is necessary to provide a service
- **Legitimate Interests** – to run our business efficiently and securely
- **Legal Obligation** – to comply with applicable law

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6. Who We Share Data With

We only share your personal data when strictly necessary, including:

- Our CRM and hosting providers (e.g. HubSpot, Zoho)
- Analytics and marketing service providers
- Partners assisting with compliance, background checks, and certification
- Legal authorities where required by law

We do not sell or trade your personal information.

7. International Transfers

We primarily store your data within the UK or EEA. If data is transferred outside the UK or EEA (e.g. to cloud providers), we ensure that adequate safeguards (such as Standard Contractual Clauses) are in place.

8. Data Retention

We retain personal data only as long as necessary for:

- The purposes outlined in this policy
- Legal or regulatory requirements
- Business needs (e.g. audit trails)

You may request deletion of your data at any time (see Section 10).

9. Cookies

We use essential and analytical cookies to:

- Improve your browsing experience
- Analyse user behaviour for better website performance

For more information, please see our Cookie Policy.

10. Your Rights

Under UK data protection laws, you have the right to:

- Access your personal data
- Request correction or deletion
- Object to processing
- Withdraw consent
- Request data portability
- Lodge a complaint with the Information Commissioner's Office (ICO)

To exercise your rights, contact: contact@flokjobs.com

11. How We Keep Your Data Safe

We take data security seriously and implement appropriate technical and organisational measures to protect your data from:

- Unauthorised access or disclosure
- Accidental loss, destruction, or damage
- Unlawful processing

We restrict access to your data to only those who need it to perform their duties.

12. Changes to This Privacy Policy

This privacy policy may be updated from time to time. If we make material changes, we will notify you prominently on our website.

Last updated: 1st August 2025

13. Contact Us

If you have any questions about this policy or how we use your data, please get in touch:

Flok Jobs Ltd
128 City Road
London
EC1V 2NX

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Introduction

Flok Jobs Ltd ("we", "us", or "our") may use cookies, web beacons, pixel tags, and other tracking technologies when you visit our website www.flokjobs.com (the "Site").

These tools help us understand how the Site is used and how we can improve your experience.

We reserve the right to update this Cookie Policy at any time and for any reason. Any changes will be effective immediately upon posting the revised Cookie Policy on the Site, with the updated "Last Updated" date above.

By continuing to use the Site, you agree to the terms of this Cookie Policy and any updates we may apply.

What Are Cookies?

A "cookie" is a small file placed on your device that allows us to recognise you when you return to our website. Cookies help track your preferences, enable key functionality, and provide insights on how visitors interact with the Site.

How We Use Cookies

We use cookies for a variety of reasons, including to:

- Understand how users navigate the Site
- Improve website functionality and performance
- Remember your preferences and settings
- Facilitate login and form submissions
- Support our marketing efforts

Types of Cookies We Use

Essential Cookies

These are necessary for the website to function. They include things like keeping you logged in or remembering form entries.

Analytics Cookies

We use analytics cookies (such as Google Analytics) to understand how users arrive at and move around our site. This data helps us improve content, navigation, and user experience.

Personalisation Cookies

These cookies remember your settings and choices to provide a more tailored experience when you return to the Site.

Security Cookies

Used to protect the Site and user data, these cookies help prevent fraudulent activity and secure your session.

Advertising Cookies

We may work with third-party partners who use cookies to show relevant ads on other sites and track campaign performance.

Third-Party Cookies

Some cookies may be placed by services we use (e.g. HubSpot, social media platforms) to enhance site functionality or integrate features.

Controlling Cookies

You can manage your cookie preferences in your browser settings. Most browsers are set to accept cookies by default, but you can delete or block them manually.

Please note that disabling cookies may affect your ability to use certain features of the Site.

Helpful links to control cookies by browser:

- [Google Chrome](#)
- [Apple Safari](#)
- [Mozilla Firefox](#)
- [Microsoft Edge](#)
- [Microsoft Internet Explorer](#)
- [Blackberry](#)
- [Opera](#)
- [Iphone or Ipad \(Chrome\)](#)
- [Iphone or Ipad \(Safari\)](#)
- [Android \(Chrome\)](#)

You can also opt out of some third-party cookies via the Network Advertising Initiative's Opt-Out Tool.

Other Tracking Technologies

We may also use pixel tags, web beacons, or tracking scripts to monitor engagement. These are tiny graphics embedded on pages or in emails that help us count visits and measure the effectiveness of communications. They do not collect personal data directly but rely on cookies to function.

How This Policy Relates to Your Privacy

For details on how we use and protect your personal information, please refer to our Privacy Policy ([link this to your privacy policy page](#)). This Cookie Policy is part of and incorporated into our Privacy Policy.

By using the Site, you consent to the use of cookies and similar technologies as described here.

If you have any questions about this policy, please contact us at: support@flokjobs.com