

PRIVACY POLICY

Acuity IT Solutions Pvt. Ltd.

www.acuityitsol.com

Effective Date: June 25, 2026

1. Introduction

Acuity IT Solutions Pvt. Ltd. ("Acuity IT Solutions", "we", "our", or "us") is committed to protecting and respecting your privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard your personal information when you visit our website www.acuityitsol.com (the "Website") or engage with our IT consulting, digital transformation, and HR staffing services.

By accessing or using our Website, you agree to the terms of this Privacy Policy. If you do not agree, please discontinue use of our Website.

2. Information We Collect

We may collect the following categories of personal information:

2.1 Information You Provide Directly

- Name, email address, phone number, and company name when you fill out our contact or inquiry forms
- Resume, work experience, and professional details when you apply for a job through our careers page
- Project requirements and business details shared during service consultations
- Feedback, testimonials, or messages submitted through our Website

2.2 Information Collected Automatically

- IP address, browser type, and operating system
- Pages visited, time spent on pages, and referring URLs
- Cookies and similar tracking technologies (see Section 7)
- Device identifiers and usage data

2.3 Information from Third Parties

- Business contact details from publicly available professional platforms such as LinkedIn
- Referral data from partners or third-party sources

3. How We Use Your Information

We use the information we collect for the following purposes:

- To respond to inquiries and provide requested services
- To process job applications and manage recruitment processes

- To send proposals, service updates, and relevant communications
- To improve and personalise the user experience on our Website
- To analyse Website traffic and monitor performance
- To comply with legal obligations and enforce our terms
- To send marketing communications where you have opted in to receive them
- To protect the security and integrity of our Website and services

4. Legal Basis for Processing

We process your personal information on the following legal grounds:

- Consent — where you have given explicit consent, such as subscribing to updates or submitting an application
- Contractual necessity — to fulfil a service request or engagement
- Legitimate interests — to improve our services, conduct business development, and communicate with prospects
- Legal obligation — to comply with applicable laws and regulations

5. Sharing of Information

We do not sell, rent, or trade your personal information. We may share your information in the following limited circumstances:

- Service Providers: Trusted third-party vendors who assist with website hosting, analytics, email communications, or recruitment tools, bound by confidentiality obligations
- Business Partners: With your consent, when referring your requirements to relevant partners
- Legal Compliance: When required by law, regulation, court order, or government authority
- Business Transfers: In connection with a merger, acquisition, or sale of company assets, where data may be transferred as part of the transaction

6. Data Retention

We retain your personal information only for as long as necessary to fulfil the purposes outlined in this Privacy Policy, or as required by applicable law. Specifically:

- Inquiry and contact form data: Retained for up to 2 years
- Job application data: Retained for up to 1 year unless an employment relationship is established
- Website analytics data: Retained in aggregated or anonymised form

You may request deletion of your personal data at any time by contacting us at contactus@acuityitsol.com.

7. Cookies Policy

Our Website uses cookies and similar tracking technologies to enhance your browsing experience and analyse website traffic. The types of cookies we use include:

- **Essential Cookies:** Necessary for the Website to function correctly
- **Analytics Cookies:** Help us understand how visitors interact with our Website (e.g., Google Analytics)
- **Preference Cookies:** Remember your settings and preferences for future visits

You can control or disable cookies through your browser settings. Please note that disabling certain cookies may affect the functionality of our Website.

8. International Data Transfers

Acuity IT Solutions is headquartered in Noida, India, with a global client base. Your personal data may be transferred to and processed in countries outside your country of residence. We take appropriate safeguards to ensure your data is protected in accordance with applicable data protection laws, including GDPR where applicable.

9. Your Rights

Depending on your location, you may have the following rights regarding your personal data:

- **Right to Access:** Request a copy of the personal information we hold about you
- **Right to Rectification:** Request correction of inaccurate or incomplete data
- **Right to Erasure:** Request deletion of your personal data ("right to be forgotten")
- **Right to Restriction:** Request that we limit the processing of your data
- **Right to Data Portability:** Receive your data in a structured, commonly used format
- **Right to Object:** Object to processing based on legitimate interests or for direct marketing
- **Right to Withdraw Consent:** Withdraw consent at any time where processing is based on consent

To exercise any of these rights, please contact us at contactus@acuityitsol.com. We will respond within 30 days of receiving your request.

10. Data Security

We implement appropriate technical and organisational security measures to protect your personal information against unauthorised access, loss, misuse, or alteration. These include:

- Secure HTTPS encryption on our Website
- Access controls and role-based permissions for internal data handling
- Regular security reviews and assessments

While we take all reasonable precautions, no method of transmission over the internet is 100% secure. We encourage you to use caution when sharing personal information online.

11. Third-Party Links

Our Website may contain links to third-party websites, social media platforms, or partner portals. We are not responsible for the privacy practices of these external sites and encourage you to review their respective privacy policies before providing any personal information.

12. Children's Privacy

Our Website and services are not directed at individuals under the age of 18. We do not knowingly collect personal information from minors. If you believe a minor has submitted personal data to us, please contact us immediately and we will take steps to remove the information.

13. Changes to This Privacy Policy

We reserve the right to update this Privacy Policy at any time to reflect changes in our practices, legal requirements, or Website functionality. When we make material changes, we will update the Effective Date at the top of this page. We encourage you to review this policy periodically.

14. Contact Us

If you have any questions, concerns, or requests regarding this Privacy Policy or how we handle your personal data, please contact us:

Acuity IT Solutions Pvt. Ltd.

Noida, Uttar Pradesh, India

Email: contactus@acuityitsol.com

Phone: +91-8869851804

Website: www.acuityitsol.com