



RAG Talent Website Privacy Notice

RAG Talent's services - including, without limitation, our website and other interactive platforms through which the services are delivered (collectively, the "Service") - are owned, operated, and provided by RecruitAGraduate (Pty) Ltd, trading as RAG Talent (referred to in this Privacy Notice as "RAG Talent", "we", "us", or "our").

This Privacy Notice outlines the personal information that RAG Talent may collect, how we use and safeguard that information, and with whom it may be shared.

RAG Talent encourages all customers, visitors, business partners, and other interested parties to read this Privacy Notice carefully. It applies to all users, including juristic persons. By using our Service or submitting personal information to RAG Talent through any channel, you acknowledge that you understand and agree to be bound by this Privacy Notice. You also consent to the collection, processing, transfer, use, and disclosure of your personal information as described herein.

Furthermore, by accessing any part of the Service, you agree to the Terms and Conditions of our Terms of Service (the "Terms of Service"). **IF YOU DO NOT AGREE WITH ANY PART OF THIS PRIVACY NOTICE OR OUR TERMS OF SERVICE, PLEASE DO NOT USE ANY OF THE SERVICES.**

What personal information do we collect about you?

Personal information (also commonly referred to as personally identifiable information (PII) or personal data) is information that can be used to identify you or any other individual to whom the information relates.

The personal information we collect directly from individuals registering for the Service includes the following categories:

- Name and contact details (such as address, telephone number, email)
- Special personal information (e.g. race, gender, disability status, criminal records, credit checks)
- Sensitive personal information (e.g. ID number, passport number, banking details)
- Professional and employment-related information
- Educational background
- Geographic or location information
- Network and device data
- Information shared by users (e.g. personal stories, motivational letters, testimonials)



- Order information (e.g. jobs posted and applications submitted)
- Any other information exchanged in the course of using the Service - you will always be aware of this as it will be provided directly by you.

Collection of User-Generated Content

We may invite you to submit content to the Service, such as comments and other contributions that you wish to make publicly available ("User-Generated Content"). If you submit such content, it will be accessible to authorised RAG Talent personnel.

You expressly acknowledge and agree that we may access, record, and archive User-Generated Content in real time on our servers for purposes connected with the Service. If you provide a review, recommendation, endorsement, or other User-Generated Content through the Service or via third-party platforms (e.g. Facebook, Instagram, Google, LinkedIn, X [formerly Twitter], YouTube, etc.), we may share that content publicly on our Service.

What are the sources of personal information collected by RAG Talent?

The personal information collected by RAG Talent is provided directly by you. You will always know precisely what information is being collected. The only exception to this is information received from references listed on your CV.

RAG Talent does not collect personal information from any other third-party sources, except where it may be automatically collected through your interaction with the Service (e.g. cookies or device data), as outlined in the section titled "Cookies, Device Data, and How it is Used", to the extent such data is considered personal information.

Why does RAG Talent collect your personal information?

Subject to the terms of this Privacy Notice, RAG Talent may use the categories of personal information described above for the following purposes (unless stated otherwise):

- To administer the Service to you;
- To respond to your enquiries or requests;
- To provide communications related to your use of the Service (e.g. system updates or usage information);
- To support the functionality of the Service, including billing, account management, and record-keeping;



- To send you marketing communications, product updates, or promotional materials that we believe may be of interest to you (note: you may opt out of receiving such communications at any time);
- For any other purpose for which you are notified in advance and/or for which your consent is obtained, where required.

Please note: RAG Talent does not sell, re-sell, or distribute your personal information for resale purposes.

Permitted Purpose	Personal Information Categories	Legal Basis
To enable you to create an account as an employer or job seeker.	Name and contact information; identification information; information about race, gender, and disability; financial and business information; professional and employment-related particulars; educational information; geographic or location information; authentication credentials.	Essential for fulfilling the contractual obligations between us.
To enable you to input information on our platform and subsequently access and manage it effectively.	As above.	Essential for fulfilling the contractual obligations between us.
To facilitate effective communication and respond to any questions or requests you may have.	Name and contact information.	Essential for fulfilling the contractual obligations between us.



To oversee and manage our contractual relationship with you.	Name and contact information; identification information; financial and business information; authentication credentials.	Essential for fulfilling the contractual obligations between us.
To provide personalised services tailored to your needs.	Name and contact information; professional and employment-related particulars.	Essential for fulfilling the contractual obligations between us.
To analyse and improve our services and communications with you for ongoing enhancement.	Usage data; name and contact information.	Our legitimate interest in improving our platform by understanding your needs.
For the management, upkeep, improvement, and security of our platform.	Usage data.	Our legitimate interest in maintaining and securing our services.
To offer you the opportunity to subscribe to services provided by our partners, including CV review services.	Name and contact information; professional and employment-related particulars (e.g. CV, location).	Your consent to receive these communications.
To send you job alerts tailored to your preferences and inform you about relevant job positions.	Name and contact information; professional and employment-related particulars; educational information; location information.	Our legitimate interest in providing job alerts you have requested.
To send newsletters and marketing communications about our services and offers.	Name and contact information; location information.	Your consent* or, for existing customers, our legitimate interest with opt-out opportunity.



To analyse platform and website usage, enhance visibility on social networks, and use advertising cookies.	Electronic identification data (usernames, emails, IP addresses); usage data (user patterns and behaviour).	Our legitimate interest in marketing and platform analysis. For more information, please see our Cookie Policy.
To facilitate your job application process, enabling you to apply easily for positions.	Name and contact information; professional and employment-related particulars (e.g. CV and cover letter).	Our legitimate interest in managing candidates' job applications.
To comply with legal obligations to public authorities (tax, labour laws, etc.).	Name and contact information; identification information; financial and business information; transaction and business activity details; authentication credentials.	Compliance with legal obligations.
To initiate, pursue, and safeguard legal claims.	Name and contact information; identification information; financial and business information; transaction and business activity details; authentication credentials.	Our legitimate interest in safeguarding legal rights and defending claims.

(*) If we have collected and processed your personal information based on your consent, you have the right to withdraw that consent at any time. Please note that withdrawing your consent does not affect the lawfulness of any processing carried out prior to your withdrawal, nor does it impact processing conducted on other lawful grounds.

How do we share your personal information with third parties?

We may share any of the categories of personal information described above with RAG Talent employees, consultants, affiliates, or other trusted service providers for the purpose of processing such information on our behalf, and in order to provide the Service to you. In all such instances, we require these parties to commit to protecting the confidentiality of your information in a manner consistent with this Privacy Notice.

We do not share your personal information with unrelated third-party companies for their own commercial or marketing purposes without your explicit consent, or unless part of a specific programme or feature from which you will have the opportunity to opt out.



We may also disclose personal information where we have a good faith belief that doing so is necessary to:

1. comply with applicable laws or legal obligations;
2. enforce our Terms of Service, protect ourselves from legal liability, defend against claims, or safeguard the rights, property, or safety of users or the general public;
3. maintain the integrity or security of the Service;
4. respond to a lawful request such as a court order, subpoena, or warrant; or
5. support a business transition, such as a merger, acquisition, reorganisation, liquidation, or sale of assets.

Direct Marketing Communications

We may contact you via email, WhatsApp, SMS or other platforms (sometimes using automated technologies) to share information about job opportunities, new services, or updates relevant to your engagement with us. You may withdraw your consent to such marketing communications at any time, as allowed by applicable law.

If you wish to opt out, you can:

- Click the "UNSUBSCRIBE" link in any marketing email,
- Update your preferences in your account settings,
- Notify us using the [Contact Us](#) form on our website.

Please note that even if you opt out of marketing communications, you may still receive service-related communications necessary to manage your relationship with RAG Talent.

Some marketing messages may also come from third-party service providers who use their own distribution lists. If you receive such communications and wish to stop them, you will need to contact the third party directly.

Retention of Data

We retain your personal information only for as long as is reasonably necessary for the purposes outlined in this Privacy Notice. This may include retention to meet legal obligations, resolve disputes, or enforce agreements.

Usage data may be retained for shorter periods, except where it is used to enhance the security or functionality of the Service, or where we are legally required to retain it for longer.



Cookies, Device Data, and How it is Used

We use cookies to improve your experience with our Service. When you first visit our website, you will be asked to consent to the use of cookies. For more information, please refer to our [Cookie Policy](#).

International Data Transfers

If you are based outside of South Africa - including in the United Kingdom, Switzerland, the European Economic Area (EEA) - please note that your personal information may be transferred to and processed in South Africa, the United Kingdom, or other jurisdictions in which we operate.

While such jurisdictions may have different or lower levels of data protection, we will ensure that appropriate safeguards are in place to protect your information in accordance with relevant legal requirements. By using our Service, you consent to this transfer and processing of your data.

We may use third-party service providers (e.g., IT platforms, cloud-based business applications or cloud storage providers) whose services involve processing data in other countries. These providers are required to comply with this Privacy Notice and are bound by contract not to process your data for any unauthorised purposes.

Rights of Data Subjects in the EEA

If you are located in the EEA, under the General Data Protection Regulation (GDPR), you have specific rights regarding your personal information, including:

- The right to access, update or delete your personal data
- The right to rectification of inaccurate or incomplete information
- The right to object to our processing of your data
- The right to restrict how we process your information
- The right to data portability
- The right to withdraw consent where processing is based on consent
- The right to opt out of marketing communications at any time

We may charge a reasonable administrative fee for repeated or excessive requests, or where we are asked to provide additional copies of your personal data.

To exercise any of these rights, please contact us via the [Contact Us](#) form on our website. You may be required to verify your identity.



You also have the right to lodge a complaint with your local data protection authority. A list of EEA authorities can be found here: https://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm.

United States Privacy Rights

If you are a resident of the United States, you may have specific rights under state privacy laws such as the California Consumer Privacy Act (CCPA), the Virginia Consumer Data Protection Act (VCDPA), or other applicable state legislation. These may include the right to:

- Know what categories of personal information we collect and how it is used.
- Request access to the specific personal information we hold about you.
- Request correction or deletion of your personal information.
- Opt out of the sale or sharing of your personal information, where applicable.
- Limit the use of sensitive personal information.

RAG Talent does not sell your personal information for monetary value. If you wish to exercise any of your rights under applicable US laws, please submit a request via our [Contact Us](#) form or email us at info@rag-talent.co.za.

We may take reasonable steps to verify your identity before processing your request, in accordance with the relevant legislation.

Legal Basis for Processing (GDPR)

Our legal basis for processing your personal data will depend on the data concerned and the context. We may rely on:

- The need to perform a contract with you;
- Your consent (which can be withdrawn at any time);
- Our legitimate interests, provided these are not overridden by your rights;
- Compliance with legal obligations.

South African Data Protection Rights

If you are a South African resident, your personal data rights are governed by the Protection of Personal Information Act (POPIA), the Promotion of Access to Information Act (PAIA), and the Consumer Protection Act.



You have the right to:

- Know what personal information we collect
- Request access to your data
- Request corrections or deletion of your data (subject to legal exceptions)
- Object to processing
- Opt in or out of direct marketing
- Appeal any refusal to access your personal information

You can submit a POPIA or PAIA request through our [Contact Us](#) form or by emailing info@rag-talent.co.za. We may verify your identity before responding, using contact details we already hold on file.

We do not knowingly process special personal information, such as health data or religious beliefs.

To lodge a complaint, contact the Information Regulator of South Africa:
<https://inforegulator.org.za/complaints/>.

Third-Party Advertisers

We may allow third-party advertising networks to display ads within the Service. These providers may collect device information (e.g., IP address, cookies) to personalise advertising. Please consult their respective privacy notices for more information. This Privacy Notice does not apply to those third parties.

Information Storage and Security

We use industry-standard measures to secure the integrity and confidentiality of your information. However, no internet or mobile transmission can be fully guaranteed to be secure.

You are responsible for keeping your password and login details confidential. If a security issue is suspected, we may suspend your access to the Service while we investigate.

External Links

Our Service may contain links to external websites. RAG Talent is not responsible for the privacy practices or content of these third-party sites. We advise you to review their privacy policies before submitting any personal data.



By using our Service, you acknowledge that RAG Talent cannot be held liable for any issues arising from your use of third-party sites.

Children's Privacy

The Service is not intended for individuals under the age of 18. We do not knowingly collect personal information from children under 18 years of age.

Changes to this Privacy Notice

RAG Talent reserves the right to amend this Privacy Notice from time to time. We will post updates on our website as appropriate. This Privacy Notice was last updated on 5 February 2026.

Contact Us

If you have any questions or concerns regarding this Privacy Notice, please get in touch with us:

Email: info@rag-talent.co.za

Phone: (+27)10 880 7583

Website Contact Form: [Contact Us](#)