Privacy notice

Effective date: 28 October 2026

1. Controller

Fluctusoft Korlátolt Felelősségű Társaság (Fluctusoft Kft.); registered office: 9938 Nagyrákos, Belsőszer szer 17., Hungary; company registration number: 18-09-112381. Privacy enquiries: info@fluctusoft.hu.

This notice covers data relating to visitors to fluctusoft.hu, people enquiring about our services and applicants seeking to work with us. Processing is governed by Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR).

2. Enquiries and requests for proposals

We process the name, contact details, message and information provided by email or telephone to respond, clarify requirements and prepare a proposal.

Where an individual requests steps towards a contract on their own behalf, the legal basis is Article 6(1)(b) GDPR. For business contact persons, the basis is Article 6(1)(f) GDPR: our legitimate interest in responding to business enquiries and communicating with the organisation concerned. We use only data necessary for these purposes.

We retain data until the enquiry has been dealt with or proposal discussions have closed. Thereafter, we retain only data needed to comply with a legal obligation or to establish, exercise or defend a specific legal claim, until the obligation ends, the claim becomes time-barred or the dispute is finally resolved. If a contract is concluded, data necessary for its performance become part of the processing associated with that contractual relationship.

3. Career applications

We use an applicant's name, contact details, CV, professional experience and professional information supplied with the application to assess a possible working relationship and conduct the selection discussions. The legal basis is taking steps at the applicant's request before entering into a contract, under Article 6(1)(b) GDPR.

For unsuccessful or withdrawn applications, we delete application materials when the selection procedure closes. Only data necessary for a specific legal claim may be retained as an exception, on the basis of legitimate interests, until the claim can no longer be pursued or the dispute is finally resolved. This processing does not include maintaining a candidate pool for other vacancies. Please do not send special-category data that are unnecessary for your application.

4. Secure website operation

Technical access data generated when visiting the website, such as the IP address, access time, requested page and browser identification details, serve to deliver pages, resolve faults and prevent abuse. The legal basis is Article 6(1)(f) GDPR: our legitimate interest in protecting website security and availability.

We process these data for as long as necessary for operational security and, where an incident occurs, until it has been investigated and resolved. Data needed for a legal claim may be retained

further only under the claim-related conditions stated above. The website does not use visitor profiling or solely automated decision-making producing legal effects.

5. Access and recipients

Access is limited to authorised personnel who need the data for their duties and to the hosting, email and backup providers used to deliver those services. Providers' access is limited to what is necessary for the relevant service. We disclose data to authorities or courts where required by law.

The info@fluctusoft.hu mailbox uses Google Gmail. Google's own processing is described in the Google Privacy Policy. Transfers outside the European Economic Area may take place only under the conditions allowed by Chapter V GDPR, such as an adequacy decision or appropriate safeguards. Information about applicable safeguards and how to obtain them may be requested using the controller's contact details above.

6. Providing data and data security

Contacting us and applying are voluntary. Without contact details or necessary professional information, we cannot respond to an enquiry or assess an application. Browsing the website does not require registration. We protect personal data through organisational and technical measures proportionate to the risks, including restricted access.

7. Your rights

Subject to the GDPR, you may request access, rectification, erasure and restriction of processing. Portability applies to data processed by automated means on the basis of consent or a contract. You may object to processing based on legitimate interests on grounds relating to your particular situation; we then stop processing unless overriding compelling legitimate grounds or legal claims justify its continuation.

Send requests to info@fluctusoft.hu. We respond without undue delay, normally within one month. Where justified by complexity or the number of requests, this period may be extended by two further months; we inform you of the extension and its reasons within the first month. Requests are generally handled free of charge. Exercising rights must not adversely affect others' rights; erasure does not override mandatory retention or processing necessary for legal claims.

8. Complaints and remedies

You may complain to the Hungarian National Authority for Data Protection and Freedom of Information (NAIH): 1055 Budapest, Falk Miksa utca 9-11., Hungary; postal address: 1363 Budapest, Pf. 9., Hungary. Official complaint channels and contact details: naih.hu. You may also seek a judicial remedy and, under EU rules, complain to the supervisory authority in your habitual residence, place of work or the place of the alleged infringement.