WESCOUT

Cookie Policy, Privacy Notice and Terms & Conditions

Last updated March 26, 2026

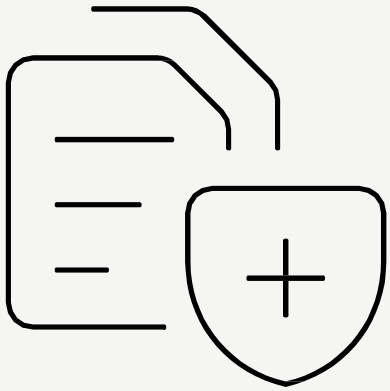


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COOKIE POLICY

Cookie Policy

Last updated: 26 March 2026

This Cookie Policy explains how WESCOUT ("WESCOUT", "we", "us" or "our") uses cookies and similar technologies on https://wescout.me/, the WESCOUT application environment and any related pages, portals or features that link to this Cookie Policy (together, the "Platform").

This Cookie Policy should be read together with the WESCOUT Privacy Notice. Where cookies or similar technologies involve the processing of personal data, the Privacy Notice also applies.

1. What cookies are

Cookies are small text files or similar technologies placed on your browser or device when you visit a website or use an online service. They help the service remember information about your device, your session and your preferences.

2. Irish and EU cookie law

Under the ePrivacy rules that apply in Ireland and the GDPR, cookies that are not strictly necessary for the provision of a service requested by the user should not be placed on a device unless and until the user has given valid consent. WESCOUT therefore uses a consent mechanism for non-essential cookies and similar technologies.

3. How WESCOUT uses cookies

WESCOUT uses cookies and similar technologies for the following purposes:

Category	Purpose	Consent required?	Typical duration
Strictly necessary	To operate the website and application, maintain sessions, remember security settings, process logins, route traffic, prevent fraud and enable core checkout or account functions.	No - where genuinely necessary for a service requested by the user.	Session to 12 months, depending on function.
Preferences / functional	To remember language, interface and user-preference settings and improve usability.	Usually yes unless the technology is strictly necessary for a service specifically requested by the user.	Session to 12 months.
Analytics	To measure how visitors use the Platform, understand performance, troubleshoot issues and improve journeys and features.	Yes.	Session to 24 months, depending on the provider and configuration.
Marketing / advertising	To track engagement across websites or campaigns, personalise advertising and measure campaign effectiveness.	Yes.	Typically 30 days to 24 months, depending on the provider.

4. Current WESCOUT cookie uses

Based on the public WESCOUT website as reviewed on 26 March 2026, the Platform presents a public marketing site and routes users to an application environment. In production, WESCOUT should keep an up-to-date cookie inventory in its consent manager identifying each live cookie or similar technology, its provider, purpose and retention period.

Where WESCOUT uses third-party tools for analytics, payments, authentication, embedded content, support or AI-related product functionality, those tools should only set non-essential cookies after the user has actively opted in, unless the relevant technology is strictly necessary for the requested service.

5. Consent and withdrawal

WESCOUT uses a cookie banner / preference centre to obtain and record user choices. Non-essential cookies must be off by default. Users must be able to:

- accept all non-essential cookies;
- reject all non-essential cookies; and
- grant consent by category and withdraw or change that choice at any time with the same ease as giving consent.

Withdrawing consent does not affect the lawfulness of processing carried out before the withdrawal.

6. Browser and device controls

Most browsers allow you to manage cookies through browser settings. You can usually delete existing cookies, block third-party cookies or block all cookies. Please note that disabling strictly necessary cookies may cause parts of the Platform to stop working properly.

7. Similar technologies

WESCOUT may also use similar technologies such as pixels, local storage, software development kits, tags or server-side identifiers. This Cookie Policy applies to those technologies where they perform a similar function or involve storing or accessing information on your device.

8. Third-party cookies

Some cookies may be set by third-party service providers acting on WESCOUT's behalf or, where relevant, by integrated third-party services. WESCOUT remains responsible for ensuring that the use of such technologies on the Platform complies with applicable law.

9. Cookie retention

Cookie lifetimes vary by function and provider. WESCOUT should configure cookies so that they expire as soon as reasonably possible and avoid unnecessary persistence. Users can view the then-current live retention periods through the cookie preference centre once deployed.

10. Changes to this Cookie Policy

WESCOUT may update this Cookie Policy from time to time to reflect changes in technology, legal requirements or business operations. The latest version will be posted on the Platform with the updated revision date.

11. Contact

If you have any questions about this Cookie Policy or WESCOUT's use of cookies and similar technologies, please contact: contact@wescout.me

Privacy Notice

Last updated: 26 March 2026

This Privacy Notice explains how WESCOUT collects, uses, stores, shares and otherwise processes personal data when you visit or use the WESCOUT website, create an account, purchase a subscription, request a referral, use the AI tools, communicate with us, or otherwise interact with our services.

1. Who we are

WESCOUT is the controller of the personal data described in this Privacy Notice for the purposes of the General Data Protection Regulation (Regulation (EU) 2016/679) ("GDPR") and applicable Irish data protection law.

Contact email: contact@wescout.me

Registered office / business correspondence address: Apt 5, 16 Grove Park, Rathmines, Dublin 6 D06 F751.

2. Scope of this notice

This Privacy Notice applies to personal data processed through WESCOUT's website, app, referral marketplace, candidate profiles, subscription and billing flows, AI-powered tools, support communications, marketing activities and associated business operations.

3. Categories of personal data we collect

Category	Examples of data collected
Identity and contact data	Name, email address, phone number (if provided), account username, country / location and similar account identifiers.
Profile and professional data	CV / resume data, career history, education, skills, language abilities, job preferences, LinkedIn or similar profile links, candidate notes and referral-related information.
Immigration / work-authorisation data	Visa-related information, work-authorisation status or relocation-related information where you choose to provide it or use relevant product features.
Account and usage data	Login credentials, account settings, referral requests, subscription plan, credits, status history, timestamps, support logs and product interaction history.
AI tool input / output data	Job URLs, pasted job descriptions, CV analysis inputs, interview simulation answers, generated feedback, scores, prompts and related output.
Payment and transaction data	Billing contact details, plan selected, purchase history, invoices, tax information where required and limited payment metadata received from payment providers. WESCOUT should not store full card details where payment processing is outsourced.
Technical and device data	IP address, browser type, device identifiers, operating system, logs, diagnostics, approximate location derived from IP and cookie / consent preferences.
Communications data	Messages sent to us, customer support requests, feedback, survey responses, complaints and marketing preferences.

4. Sources of personal data

WESCOUT collects personal data directly from you, automatically through your use of the Platform, and in limited circumstances from third parties connected to the service flow, such as payment providers, authentication providers, communication tools or other users who submit a referral or recommendation involving you.

5. Purposes of processing and legal bases

Purpose	Legal basis under Article 6 GDPR
Creating and administering accounts; authenticating users; providing the Platform and core service functionality.	Performance of a contract or steps at the user's request before entering into a contract (Art. 6(1)(b)).
Providing referral request tools, scouting pool access, profile matching, status tracking and user support.	Performance of a contract (Art. 6(1)(b)); legitimate interests in operating and improving the service (Art. 6(1)(f)) where appropriate.
Running AI resume feedback, interview simulations, visa guidance or other AI-assisted product features requested by the user.	Performance of a contract (Art. 6(1)(b)); legitimate interests in developing and securing the service (Art. 6(1)(f)).
Taking payment, managing subscriptions, invoicing, preventing fraud and maintaining records required for finance and tax compliance.	Performance of a contract (Art. 6(1)(b)); compliance with legal obligations (Art. 6(1)(c)); legitimate interests in preventing fraud and recovering debts (Art. 6(1)(f)).
Improving product quality, troubleshooting, service analytics, information security and business continuity.	Legitimate interests in operating, securing and improving the Platform (Art. 6(1)(f)).
Sending service notices, transactional emails, renewal reminders and account messages.	Performance of a contract (Art. 6(1)(b)); legal obligations where relevant (Art. 6(1)(c)).
Sending newsletters or promotional messages.	Consent where required by law, and otherwise legitimate interests where permitted under applicable ePrivacy / marketing rules (Arts. 6(1)(a) and 6(1)(f)).
Complying with court orders, law-enforcement requests, regulatory obligations and exercising or defending legal claims.	Compliance with legal obligations (Art. 6(1)(c)); legitimate interests in establishing, exercising or defending legal claims (Art. 6(1)(f)).

6. Special category data and sensitive information

WESCOUT does not intend to collect special category personal data unless it is strictly necessary and a valid lawful condition under Article 9 GDPR applies. Users should avoid including unnecessary special category data in CVs, prompts, free-text fields or support messages. If special category data is processed, WESCOUT should document the relevant legal condition and minimise the data to what is strictly necessary.

7. AI features and automated assistance

WESCOUT offers AI-assisted features including interview simulation, CV feedback, visa-related guidance and candidate analysis. These outputs are generated automatically and are intended to assist users, not replace professional legal, immigration, recruitment or employment advice.

Users are responsible for reviewing AI-generated outputs before relying on them. WESCOUT should not

make solely automated decisions producing legal or similarly significant effects on individuals unless it has a lawful basis to do so and has implemented the safeguards required by Article 22 GDPR.

8. Who we share data with

WESCOUT may share personal data with the following categories of recipients where reasonably necessary:

- hosting, cloud infrastructure and data storage providers;
- payment processors and billing support providers;
- identity, authentication and account-security providers;
- email, messaging and customer-support providers;
- analytics, performance-monitoring and error-logging providers, where consented or otherwise lawful;
- AI / machine-learning infrastructure or model providers used to deliver requested product features;
- professional advisers, auditors, insurers and corporate transaction advisers;
- law-enforcement bodies, courts, regulators and competent authorities; and
- other users or prospective referrers / candidates where disclosure is built into the service requested by the user.

WESCOUT should maintain an internal processor and sub-processor register and ensure that any processor handling personal data on its behalf is bound by a compliant data processing agreement.

9. International transfers

WESCOUT may transfer personal data outside the EEA where service providers or technical infrastructure are located in other countries. Where that occurs, WESCOUT will rely on a lawful transfer mechanism, such as an adequacy decision, the European Commission's Standard Contractual Clauses, or another transfer tool permitted under Chapter V GDPR, together with supplementary measures where required.

10. Data retention

Data type	Typical retention approach
Account, profile and referral data	For the life of the account and for up to 12 months after closure unless a longer period is needed for dispute resolution, security or legal compliance.
CVs, prompts, AI simulation records and generated outputs	For so long as necessary to deliver the feature, improve continuity for the user and manage disputes, typically up to 12 months after account closure unless earlier deletion is requested and no overriding legal reason applies.
Billing, invoices, tax and transaction records	Typically 6 years after the end of the relevant financial year or longer where required by law.
Support correspondence and complaints	Usually up to 24 months after closure of the issue, or longer if relevant to a legal claim or regulatory matter.
Marketing suppression lists	For as long as needed to honour opt-out requests and avoid re-contacting individuals unlawfully.
Cookie / analytics data	In line with the retention periods described in the cookie preference centre and internal retention settings.

11. Security

WESCOUT implements appropriate technical and organisational measures designed to protect personal data against unauthorised or unlawful processing, accidental loss, destruction or damage. These measures should include access controls, encryption where appropriate, least-privilege permissions, logging, backup and recovery practices, secure development and vendor due diligence. No internet-based service can be guaranteed to be completely secure.

12. Your rights

Subject to applicable law and any relevant exemptions, you may have the right to:

- request access to your personal data;
- request rectification of inaccurate or incomplete data;
- request erasure of your personal data;
- request restriction of processing;
- object to processing based on legitimate interests;
- withdraw consent at any time where processing relies on consent;
- request data portability in a structured, commonly used and machine-readable format; and
- not be subject to a solely automated decision producing legal or similarly significant effects, unless the conditions in Article 22 GDPR are satisfied.

13. How to exercise your rights

You can exercise your rights by contacting WESCOUT at contact@wescout.me. WESCOUT may need to verify your identity before responding to a request. WESCOUT will respond within the time limits required by applicable law, subject to any lawful extension.

14. Complaints

If you believe that WESCOUT has processed your personal data unlawfully, you have the right to complain to the Irish Data Protection Commission.

Data Protection Commission, 6 Pembroke Row, Dublin 2, D02 X963, Ireland

Email: info@dataprotection.ie

Website: www.dataprotection.ie

15. Children

The Platform is not intended for persons under 18 years of age, and WESCOUT does not knowingly collect personal data from children.

16. Changes to this Privacy Notice

WESCOUT may update this Privacy Notice from time to time. The latest version will be made available on the Platform and will take effect from the published revision date.

Terms and Conditions

Last updated: 26 March 2026

These Terms and Conditions (the "Terms") govern access to and use of the WESCOUT website, application environment and related services.

1. Definitions and interpretation

Defined term	Meaning
AI Tools	WESCOUT's automated features, including interview simulations, CV feedback, visa-related guidance, candidate analysis and similar tools made available from time to time.
Business User	A user acting for purposes relating to a trade, business, craft or profession.
Consumer	A natural person acting for purposes outside that person's trade, business, craft or profession.
Content	All text, graphics, interfaces, software, models, outputs, audio, video, branding and other materials made available by WESCOUT, excluding User Content.
Platform	The website at https://wescout.me/, the related application environment and any associated services, features, communications and interfaces made available by WESCOUT.
Subscription	Any paid plan made available by WESCOUT, including recurring monthly plans unless stated otherwise at checkout.
User Content	Data, prompts, CVs, answers, profile information, documents, messages, recommendations and other material uploaded, submitted or generated by users through the Platform.

2. About WESCOUT

WESCOUT operates a platform focused on job referrals, candidate visibility and AI-assisted career support for internationally mobile or expatriate users. Based on the public offering reviewed on 26 March 2026, WESCOUT provides a free plan and paid plans priced at EUR 9 and EUR 19, together with referral requests, CV feedback, scouting pool access and AI interview simulation credits.

Business contact email: contact@wescout.me

Registered office / business correspondence address: Apt 5, 16 Grove Park, Rathmines, Dublin 6 D06 F751.

3. Acceptance of the Terms

By accessing or using the Platform, creating an account, purchasing a Subscription or clicking to accept these Terms, you agree to be bound by them. If you do not agree, you must not use the Platform.

4. Eligibility and accounts

4.1 You must be at least 18 years old and legally capable of entering into a binding contract to use the Platform.

4.2 You must provide accurate, complete and current information and keep your account details up to date.

4.3 You are responsible for maintaining the confidentiality of your login credentials and for all activity under your account unless caused by WESCOUT's failure to exercise reasonable care.

4.4 WESCOUT may refuse registration, suspend access or require account verification where reasonably

necessary for security, fraud prevention, compliance or service integrity.

5. Service description and no employment guarantee

5.1 WESCOUT provides a technology platform and associated digital tools. WESCOUT does not guarantee that any user will receive a referral, interview, job offer, immigration outcome or commercial benefit from using the Platform.

5.2 Unless WESCOUT expressly states otherwise, WESCOUT is not acting as an employment agency, legal adviser, immigration adviser or regulated recruiter.

5.3 AI Tools are assistive only. They may generate inaccurate, incomplete or outdated output and should be independently reviewed.

6. Plans, subscriptions and credits

6.1 WESCOUT may offer a free tier and one or more paid Subscriptions. Features, quotas, credits, pricing and included usage limits are displayed on the Platform and may be updated from time to time.

6.2 As publicly described on 26 March 2026, WESCOUT's public pricing page displays:

Plan	Public price	Publicly displayed feature summary
Free	EUR 0	1 referral request per month; 1 CV feedback per month; referral statuses; scouting pool access; 1 interview simulation credit; credits do not expire; limited answers per interview; job URL input; performance feedback and AI answer guidance.
Premium	EUR 9	10 referral requests per month; 10 CV feedback uses per month; referral statuses; scouting pool access; 15 interview simulation credits; credits do not expire; broader interview limits and AI feedback tools.
Premium Plus	EUR 19	30 referral requests per month; 30 CV feedback uses per month; referral statuses; scouting pool access; 30 interview simulation credits; credits do not expire; broader interview limits and AI feedback tools.

6.3 Usage limits, credits and monthly allowances apply as described on the Platform at the time of purchase. Unused monthly allowances do not roll over unless WESCOUT expressly states otherwise. Where WESCOUT states that a particular credit does not expire, that statement applies to that credit category only and not to every plan benefit generally.

7. Payment, renewals and billing

7.1 Paid Subscriptions are charged in euro unless otherwise stated at checkout.

7.2 By purchasing a paid Subscription, you authorise WESCOUT and its payment provider to charge the applicable fees, taxes and any renewal charges using your selected payment method.

7.3 Unless clearly stated otherwise at checkout, paid plans renew automatically for successive billing periods matching the initial subscription period. You may cancel renewal at any time before the next billing date through your account settings or by contacting WESCOUT.

7.4 WESCOUT may change pricing for future billing periods by giving reasonable notice before the change takes effect.

7.5 If payment fails, WESCOUT may retry payment, suspend paid features or downgrade the account until payment is received.

8. Consumer cancellation rights

8.1 If you are a Consumer in the EEA, you may have a statutory right to cancel distance contracts within 14 days.

8.2 Where WESCOUT supplies digital content or digital services during the cancellation period at your express request, WESCOUT may ask you to acknowledge that immediate performance begins and that, where legally permitted, you may lose or limit the 14-day cancellation right once the digital service has been fully performed or digital content has been supplied.

8.3 Nothing in these Terms limits any non-excludable statutory rights, including rights under Irish and EU consumer protection law relating to digital content and digital services that are not as described, not fit for purpose or not supplied with reasonable care and skill.

9. Refunds

9.1 Except where required by law, fees paid for a current billing period are non-refundable once that period has started.

9.2 This does not affect any statutory right to a refund, price reduction, repeat performance or other remedy available under applicable consumer law.

10. Acceptable use

You must not, and must not permit others to:

- use the Platform for any unlawful, fraudulent, discriminatory, abusive or misleading purpose;
- upload content you do not have the right to use or disclose;
- submit malicious code, interfere with the Platform or attempt unauthorised access;
- scrape, mine, extract or harvest data from the Platform other than through permitted functionality;
- use the Platform to profile, rank or discriminate against individuals in a way that breaches employment, equality, privacy or other applicable law;
- input unnecessary special category data, confidential third-party information or personal data you are not authorised to provide;
- resell, sublicense or commercially exploit the Platform except where WESCOUT expressly authorises this in writing; or
- circumvent quotas, technical limits, payment obligations or security controls.

11. User Content

11.1 You retain ownership of your User Content.

11.2 You grant WESCOUT a non-exclusive, worldwide, royalty-free licence to host, store, copy, process, transmit and display User Content only to the extent necessary to operate, secure, improve and provide the Platform, comply with law and enforce these Terms.

11.3 You represent and warrant that you have all necessary rights, permissions and lawful bases to upload or submit the User Content and that the User Content does not infringe third-party rights or applicable law.

12. Intellectual property rights

12.1 WESCOUT and its licensors own all rights, title and interest in and to the Platform and the Content, including software, design, databases, branding, AI system prompts, interfaces and know-how, excluding User Content.

12.2 Subject to these Terms, WESCOUT grants you a limited, non-exclusive, non-transferable, revocable right to access and use the Platform for its intended purpose.

12.3 You must not copy, modify, reverse engineer, decompile, create derivative works from, or otherwise exploit the Platform except to the extent such restriction is prohibited by law.

13. Third-party services and links

The Platform may integrate with or link to third-party services, websites or tools. WESCOUT is not responsible for third-party services it does not control. Your use of third-party services may be subject to separate third-party terms and privacy notices.

14. Availability and changes

14.1 WESCOUT may change, update, suspend or discontinue features, plans or parts of the Platform from time to time.

14.2 WESCOUT will use reasonable care and skill in operating the Platform, but does not guarantee uninterrupted or error-free availability.

14.3 WESCOUT may carry out maintenance, security updates and urgent remedial work without notice where necessary.

15. Suspension and termination

15.1 You may stop using the Platform at any time. If you cancel a paid Subscription, the cancellation takes effect at the end of the current paid period unless applicable law requires otherwise.

15.2 WESCOUT may suspend or terminate access immediately where reasonably necessary due to non-payment, security concerns, unlawful use, infringement claims, repeated misuse or material breach of these Terms.

15.3 Where practicable and lawful, WESCOUT will provide notice and an opportunity to remedy before termination for curable breaches.

16. Warranties and disclaimers

16.1 Nothing in these Terms excludes or limits any warranty or condition that cannot lawfully be excluded.

16.2 Subject to clause 16.1, the Platform is provided on an "as available" basis. To the maximum extent permitted by law, WESCOUT excludes implied warranties except where such exclusion is not permitted.

16.3 WESCOUT does not warrant that AI-generated outputs are accurate, complete, lawful or suitable for any particular purpose.

17. Limitation of liability

17.1 Nothing in these Terms excludes or limits liability for fraud, fraudulent misrepresentation, death or personal injury caused by negligence, or any other liability that cannot lawfully be excluded or limited.

17.2 Subject to clause 17.1, WESCOUT is not liable for indirect, incidental, special or consequential loss, or for loss of profits, revenue, goodwill, opportunity or anticipated savings.

17.3 Subject to clauses 17.1 and 17.2, WESCOUT's aggregate liability arising out of or in connection with the Platform or these Terms shall not exceed the greater of: (a) the total amount paid by you to WESCOUT in the 12 months preceding the event giving rise to the claim; and (b) EUR 100.

17.4 This clause does not affect statutory consumer rights or any liability that cannot be limited under applicable law.

18. Indemnity

If you are a Business User, you agree to indemnify WESCOUT against losses, damages, liabilities, costs and expenses reasonably incurred arising from your unlawful use of the Platform, your infringement of third-party rights or your breach of these Terms. This clause does not apply to Consumers to the extent prohibited by law.

19. Privacy and data protection

Use of the Platform is also subject to the WESCOUT Privacy Notice and Cookie Policy. Where WESCOUT processes personal data on your behalf as a processor under a separate business arrangement, the parties should enter into a separate data processing agreement.

20. Complaints and support

Questions, complaints and support requests may be sent to contact@wescout.me. WESCOUT aims to address issues promptly and fairly.

21. Changes to these Terms

WESCOUT may amend these Terms from time to time. Material changes affecting active users will be notified by appropriate means, such as an in-app notice, checkout update or email. Continued use after the effective date of the updated Terms constitutes acceptance, unless applicable law requires a different process.

22. Governing law and jurisdiction

These Terms and any non-contractual obligations arising out of or in connection with them are governed by the laws of Ireland.

If you are a Consumer, you may bring proceedings in the Irish courts or, where mandatory consumer law permits, in the courts of your country of residence within the EEA.

If you are a Business User, the courts of Ireland have exclusive jurisdiction to settle any dispute arising out of or in connection with these Terms.

23. General

23.1 If any provision of these Terms is held to be invalid or unenforceable, the remaining provisions remain in full force and effect.

23.2 A failure or delay by WESCOUT to exercise any right does not waive that right.

23.3 You may not assign or transfer your rights or obligations under these Terms without WESCOUT's prior written consent. WESCOUT may assign these Terms as part of a merger, acquisition, corporate restructuring or sale of assets.

23.4 These Terms, together with the Privacy Notice, Cookie Policy and any plan-specific terms presented at checkout, form the entire agreement between you and WESCOUT regarding the Platform.

24. Contact details

Email: contact@wescout.me

Address: Apt 5, 16 Grove Park, Rathmines, Dublin 6 D06 F751.