

Kräft Yacht Crew LLC – Privacy and Cookies Policy

Kräft Yacht Crew (“the Company”) is committed to protecting the privacy and personal data of all Candidates, Clients, and Business Partners. While we are headquartered in Florida, we operate in a global industry and therefore comply with applicable data protection laws, including the General Data Protection Regulation (GDPR) when handling the data of individuals located in the European Union, as well as relevant US state privacy laws. This policy may be changed at any time, you will be notified of any updates by a new ‘Revision Date’ at the bottom of the page.

1. Data Controller

Kräft Yacht Crew LLC acts as the Data Controller for personal data provided by Candidates, Clients, and Business Partners.

2. Personal Data We Collect

To deliver recruitment services, we may collect:

- Identification details (name, date of birth, nationality, passport/visa information)
- Contact information (email, phone, mailing address)
- Employment history, resumes/CVs, references, and qualifications
- Maritime certifications and training records (e.g., STCW, ENG1 Medical)
- Background verification results (when permitted)
- Client information regarding vessel requirements, contracts, and placement needs

3. Purpose of Processing

We process data solely for legitimate business purposes, including:

- Matching Candidates with yacht/private estate vacancies
- Verifying qualifications, certificates, and references
- Facilitating placement agreements and contracts
- Communicating with Clients and Candidates regarding opportunities
- Complying with maritime, tax, or immigration requirements

4. Legal Basis

Depending on the data subject’s location, we rely on:

- GDPR (for EU residents): consent, contract performance, legal obligations, or legitimate interests
- US privacy laws: applicable state regulations (e.g., CCPA for California residents)

5. Data Sharing

Personal data may be shared with:

- Yacht Owners, Captains, Management Companies, Estate Managers for placement purposes
- Regulatory authorities where required by law
- Trusted service providers (e.g., payroll processors, background check agencies)

All third parties are required to handle personal data securely and lawfully



6. Data Retention & Storage

- Data is stored on secure servers with restricted access
- We retain personal data only as long as necessary to provide recruitment services or meet legal requirements
- Candidates may request deletion of their data at any time (“the right to be forgotten” under GDPR, or equivalent rights under US state law)

7. Data Subject Rights

Depending on jurisdiction, you may have rights to:

- Access your personal data
- Request corrections or updates
- Request deletion or restriction of processing
- Opt-out of data sales/sharing (under CCPA)
- Withdraw consent (for EU residents)

Requests can be made in writing to the contact details below.

8. Security Measures

We employ appropriate technical and organizational measures, including encryption, secure data storage, and staff training, to safeguard personal data against loss, misuse, or unauthorized access.

9. Cookies

Kraft Yacht Crew uses cookies and similar technologies on our website to improve user experience, analyze site usage, and support our recruitment services.

Cookies are small text files stored on your device when you visit a website. They help the site function properly, remember your preferences, and provide insights into how visitors use the site.

Types of Cookies We Use:

- Essential Cookies – Required for the website to operate (e.g., security, navigation)
- Performance & Analytics Cookies – Help us understand how visitors use our site so we can improve functionality
- Preference Cookies – Store your choices (such as language or region) to personalize your experience
- Third-Party Cookies – Some features (such as embedded videos, analytics, or social media links) may use cookies set by external providers

Managing Cookies:

You can adjust your browser settings to refuse or delete cookies. Please note that disabling certain cookies may affect the functionality of our website.

10 Contact Information

For any questions you may have or to exercise your data rights, please contact the Data Protection Officer:

Email: privacy@kraftyachtcrew.com