These Thena Product Terms supplement the hackajob Terms and Conditions ("Main Terms") and apply where the Client subscribes to or uses the *Thena* product. Capitalised terms have the same meaning as in the Main Terms.

1. Description of Services

1.1 Thena is an AI-powered CV-screening and ranking platform within the hackajob Product Suite. It integrates with a Client's Applicant Tracking System ("ATS") and processes applicant data supplied by the Client to analyse, filter, and rank candidates based on job criteria determined by the Client.

1.2 Thena is intended to assist Clients in efficiently managing and reviewing large volumes of job applications. hackajob does not make hiring decisions or act as an employment intermediary in connection with Thena.

2. Data Roles and Governance

2.1 For the purposes of Thena, the Client acts as the *Data Controller* and hackajob acts as the *Data Processor*, each as defined under the Data Protection Legislation.

2.2 Processing of Personal Data through Thena is governed by the Data Processing Addendum ("DPA"), specifically **Schedule 5 (Thena Processing Details)**.

2.3 hackajob shall process applicant data only on documented instructions from the Client and solely for the provision of the Thena Services.

3. Client Responsibilities

3.1 The Client shall ensure that it has obtained all necessary lawful grounds, notices, and consents to share applicant data with hackajob for processing within Thena.

3.2 The Client remains responsible for the interpretation and use of any scores, rankings, or recommendations produced by Thena, and for all final hiring decisions.

3.3 The Client shall not upload or request processing of special-category data (such as health, ethnicity, or union membership) through Thena unless expressly agreed in writing.

4. Subprocessors

4.1 hackajob may engage third-party Subprocessors to support the operation of Thena.

4.2 A list of approved Subprocessors is maintained by hackajob and available upon written request.

4.3 hackajob shall provide the Client with not less than thirty (30) days' written notice of any intended changes to its Subprocessors.

5. AI Transparency and Compliance

5.1 Thena applies explainable AI techniques to generate candidate insights. hackajob continually evaluates model performance for fairness, accuracy, and bias, consistent with standards such as ISO 42001.
5.2 hackajob makes no warranty that the Thena outputs will be free from error or bias and does not assume responsibility for the Client's hiring decisions.

6. Service Availability and Support

6.1 hackajob shall use commercially reasonable endeavours to ensure the availability of Thena twenty-four (24) hours a day, seven (7) days a week, excluding planned maintenance.
6.2 Support for Thena is available during standard business hours (9:00 a.m. – 5:00 p.m. GMT) via support@hackajob.com, in accordance with the general SLA contained in the Main Terms.

7. Termination and Data Return

7.1 Upon termination of the Client's Thena subscription, hackajob shall, at the Client's written instruction, delete or return all applicant data processed within Thena within thirty (30) days, except to the extent retention is required by Applicable Law.
7.2 Termination of these Thena Product Terms shall not affect the validity or continuation of the Main Terms for any other hackajob products.

8. Incorporation

These Thena Product Terms form part of and are incorporated into the Main Terms. In the event of a conflict, these Thena Product Terms shall take precedence for matters relating specifically to Thena.