

Privacy

1. Introduction

1.1 We are committed to protecting the privacy of our site visitors and users.

1.2 These policies apply wherever we are the personal data managers of our website visitors and our users, in other words, where we determine the purpose and meaning of processing this personal information.

1.3 When you first visit our website, we ask you to use cookies in accordance with the terms of these rules.

1.4 ProJob s.r.o. For more information about us, see Section 12.

2. How we use personal data

2.1 In this Part 2 we have determined:

- (a) the general categories of personal data we process;
- (b) the source and category of data, in the case of data we have not received directly from you;
- (c) the purpose for which we process personal data;
- (d) the legal bases for their processing.

2.2 We may process data on the use of our websites and services (usage data). Usage data may include your IP address, geographic location, web browser and version, operating system, reference source, length of visit, pageviews, and site navigation paths, as well as timing, frequency, and usage patterns of our service. The source of usage data is Google Analytics. These usage data may be processed for the purpose of analyzing the use of websites and services. The legal basis for this processing is consent and our legitimate interests, i. j. monitoring and improving our website and services.

2.3 We may process the information you publish on our website or use the information you use to use our services. Published data may be processed for publication and management of our website and services. The legal basis for this processing is consent.

2.4 We may process the information contained in any questionnaire (query data) for data regarding goods and / or services. The legal basis for this processing is consent.

2.5 We may process the information you provide to us for the collection of our email offers and / or newsletter (notification data). Reporting data can be processed to send relevant alerts and / or newsletters. The legal basis for this processing is consent.

2.6 We may process information (contact details) contained in or related to any communication in which you send us contact information. Correspondence data may include communication content and data related to communication. Our website generates metadata related to communication through website contact forms. The correspondence data may be processed for the purpose of communicating with you and keeping records. The legal basis for this processing is our legitimate interests, namely the proper administration of our website and business and communication with users and / or performance of the contract between you and us and / or actions leading to the conclusion of the contract.

2.7 We may process any of your personal information contained in these Rules, if necessary to create, exercise or defend legal claims, whether in court proceedings or in administrative or out-of-court proceedings. The legal basis for this processing is our legitimate interests, namely protecting and enforcing our legal rights, your legal rights, and the legal rights of others.

2.8 In addition to the specific purposes for which we may process your personal information as set out in this Section 2, we may also process any of your personal information if such processing is necessary to fulfill a legal obligation to which we are liable or to protect our vital interests or the vital interests of another natural person .

3. Providing your personal data to others

3.1 In addition to the specific disclosures of personal information in this Section 3, we may disclose your personal information if such disclosure is necessary to comply with the legal obligation that we are exposed to, or to protect your vital interests or the vital interests of another natural person. We may also disclose your personal information if such disclosure is necessary to identify, exercise or defend legal claims, whether in court proceedings or in administrative or out-of-court proceedings.

4. International transfers of your personal data

4.1 You acknowledge that personal information you submit for publication through our website or services may be accessible via the Internet worldwide. We cannot prevent the use (or misuse) of such personal data by others.

5. Retention and deletion of personal data

5.1 This Section 5 sets out our retention policies and procedures, which are designed to help ensure compliance with our legal obligations regarding the retention and deletion of personal data.

5.2 Personal data that we process for any purpose or purpose may not be stored for longer than necessary for this purpose or for that purpose.

5.3 We will store personal information as follows:

(a) use data, disclosure data, query data, notification data and correspondence data shall be retained for a maximum of 10 years.

5.4 Notwithstanding the other provisions of this Section 5, we may retain your personal information if such retention is necessary to fulfill the legal obligation that we are exposed to, or to protect your vital interests or the vital interests of another individual.

6. Changes

6.1 We may update these policies from time to time by posting a new version on our website.

6.2 Occasionally, you should check this page to be satisfied with any changes to this policy.

6.3 We may notify you of changes to these policies by email.

7. Your rights

7.1 In this Section 7 we have summarized the rights you have under the Data Protection Act. Some rights are complex and not all details have been included in our summaries. Therefore, you should read the relevant regulators' laws and guidelines for a full explanation of these rights.

7.2 Your fundamental rights under the Data Protection Act are:

- (a) the right of access;
- (b) the right of rectification;
- (c) the right of deletion;
- (d) the right to limit processing;
- (e) the right to object to the processing;

- (f) the right to transfer data;
- (g) the right to complain to the supervisory authority; and
- (h) the right to withdraw consent.

7.3 You have the right to confirm that we may process your personal information and where we access it with other information. Such additional information shall include details of the purposes of the processing, the categories of personal data concerned and the persons receiving the personal data. Providing the rights and freedoms of others is not affected, we will provide you with a copy of your personal information. The first copy will be provided free of charge, but additional copies may be subject to a reasonable fee. You can request your personal information via: info@projob.sk

7.4 You have the right to correct any inaccurate personal data and for processing purposes if you have provided us with inaccurate or erroneous data.

7.5 In certain circumstances, you have the right to delete your personal data without undue delay. These include: personal data is no longer needed for the purpose for which it was collected or otherwise processed; you withdraw consent to processing by consent; you object to the processing under certain rules of the applicable Data Protection Act; processing is intended for direct marketing purposes; and personal data has been unlawfully processed. However, there are exceptions to the delete right. General exemptions apply where processing is needed: to exercise the right to freedom of expression and information; compliance with the legal obligation; or the creation, performance or defense of legal claims.

7.6 Under certain circumstances, you have the right to restrict the processing of your personal data. These circumstances are: you question the accuracy of personal data; processing is illegal, but you exclude deletion; we no longer need personal information for the purpose of our processing, but you require personal information to establish, exercise, or defend legal claims; and you objected to the processing until this objection was verified. If processing on this basis is limited, we may continue to store your personal information. However, we will process them differently: with your consent; for the creation, performance or defense of legal claims; to protect the rights of another natural or legal person; or for important public interest reasons.

7.7 You have the right to object to the processing of your personal data because of your particular situation, but only to the extent permitted by the legal basis. Processing is necessary for: performance of a task performed in the public interest or in the performance of any official body entrusted to us; or for the purposes of legitimate interests we pursue on the basis of our or third



parties. If you do so and we cannot prove compelling legitimate reasons for processing that exceed your interests, rights and freedoms, or processing is for the creation, performance or defense of legal claims, we will cease processing personal information.

7.8 You have the right to object to the processing of your personal data for direct marketing purposes (including profiling). If you do so, we will stop processing your personal information for this purpose.

7.9 You have the right to object to the processing of your personal data for scientific or historical research purposes or for statistical purposes on grounds relating to your particular situation, unless processing is necessary for tasks performed for reasons of public interest.

7.10 The legal basis for processing your personal data is:

(a) consent; or

(b) if processing is necessary for the performance of the contract to which you are a party, or for taking steps upon your request prior to the conclusion of the contract;

(c) and such processing is carried out by automated means, you have the right to receive your personal data in a structured, commonly used and machine readable format. However, this right does not apply if it adversely affects the rights and freedoms of others.

7.11 If you believe that our processing of your personal data violates data protection laws, you have the legal right to complain to the data protection supervisor. You can do so in the EU Member State of your usual residence, place of work or place of alleged infringement.

7.12 To the extent that the legal basis for the processing of your personal data is agreed, you have the right to withdraw your consent at any time.

7.13 You may exercise any of your rights in relation to your personal data by written notice.

8. About cookies

8.1 A cookie is a file containing an identifier (a string of letters and numbers) that sends a web server to a web browser and is stored by the browser. The identifier is then sent back to the server whenever the browser requests a page from the server.

8.2 Cookies may be either "permanent" cookies or "session" files: a permanent cookie will be stored in a web browser and will remain valid until a specified expiration date unless it is deleted by the user before the expiration date; session cookies expire at the end of a user session when the web browser is closed.

8.3 Cookies usually do not contain any information that personally identifies the user, but the personal information we store may be linked to and stored in cookies.

9. Cookies we use

9.1 We use cookies for the following purposes:

(a) Authentication - We use cookies to identify you when you visit our website and navigate our website;

(b) Analysis - We use cookies to help us analyze the use and performance of our websites and services; and

(c) accept cookies - we use cookies to store your preferences to use cookies while browsing

10. Cookies used by our service providers

10.1 Our service providers use cookies and these cookies may be stored on your computer when you visit our website.

10.2 We use Google Analytics to analyze the use of our website. Google Analytics collects information about website usage through cookies. The information we collect about our website is used to report on the use of our website. Google's privacy policy is available on this site.

10.3 We use Facebook Pixel to analyze the use of our website. This service uses cookies to ensure that our ads are displayed to the right people and create an advertising audience. You can view this service provider's privacy policy at this address.



11. Manage cookies

11.1 Most browsers allow you to refuse to accept cookies and remove cookies. Methods to manage them vary depending on your browser and browser version. However, you can get up-to-date information about blocking and deleting cookies through these links:

- (a) Chrome
- (b) Firefox
- (c) Opera
- (d) Internet Explorer
- (e) Safari
- (f) Edge

11.2 Blocking all cookies will negatively affect the usability of many websites.

11.3 If you block cookies, you will not be able to use all the features of our website.

12. Details about us

12.1 This website is owned and operated by **ProJob s.r.o.**

12.2 In Slovakia, we are registered with registration number **(IČO) 52 132 773 based at Karpatské Námestie 10 / A, 831 06 Bratislava.**

12.3 Our place of business is **Ťačevská 43, 085 01 Bardejov.**

12.4 You can contact us:

- (a) by post to the postal address indicated;
- (b) completing the contact form on our website;
- (c) by telephone, the contact number posted on our website; or
- (d) by email, using the email address posted on our website.

13. Data Protection Officer

13.1 Contact details of our data controller: **Ing. Milan Paľurik info@projob.sk**