

# INFORMATION AND PRINCIPLES ON THE PROCESSING OF PERSONAL DATA

**DP Technologies s.r.o.**, ID No.: 05156416, with registered office at Vilímovská 641/5, Prague 6, 160 00, represented by Ing. Daniel Hrazdil, Managing Director, registered in the Commercial Register maintained by the Municipal Court in Prague, file no. C 258 613 (for simplicity, hereinafter referred to as "we" or "Administrator").

**In this Policy, you will learn for what purpose, for what reason and how we process your Personal Data. You will also find information on what your rights are in relation to the protection of Personal Data.**

**If you have any further questions about the processing of your Personal Data, please contact us by email at [info@dptechnologies.cz](mailto:info@dptechnologies.cz) or by post at our registered office.**

## 1. DEFINITION

In order to make the text clearer, we will simplify your reading with a few terms we use in this Privacy Policy:

<b>GDPR</b>	Regulation (EU) 2016/679 of the European Parliament and of the Council; on data protection gives individuals the right to handle their own data and data even if they are stored in registers and databases of companies and third parties.  Specifically, it regulates how the data can be handled, how it is to be protected and how to request its modification, correction or even deletion.
<b>CCPA</b>	California Consumer Protection Act of 2018 (California Consumer Protection Act of 2018;
<b>EEA</b>	European Economic Area;

<b>Business messages</b>	usually an email or text message sent to promote our services;
<b>Personal data</b>	any information about the User that can directly or indirectly identify the User;
<b>Service</b>	business or job opportunity search service provided by the Processor, which consists in registering the User, his/her personal data, needs and wishes for effective search for a Business Partner offering such a job opportunity. Longer then in informing both parties about a possible match and arranging meetings between the User and the Business Partner in order to successfully conclude the cooperation.
<b>Contract</b>	a contract for the provision of Services that is concluded between us and the registered User, or it will be a contract under individually negotiated terms;
<b>User / you</b>	a natural person <b>customer</b> , or also a <b>candidate</b> to whom the Personal Data relates (a person who has signed a Contract with us or has given consent to use our services and is provided with the Service) or a <b>potential customer</b> , or a <b>user of</b> our website who is only viewing it, or a participant in our online or offline events;
<b>Business partner</b>	a legal entity of <b>the customer</b> , or a <b>client</b> to whom the enquiries relate and who is looking for new employees or business partners (a person who has signed a Contract with us or consented to use our services and is provided with the Service)
<b>Administrator</b>	the subject (in relation to your data, we) who alone or jointly with others determines the purposes and means of processing Personal Data;

<b>Processor</b>	we use other entities to, for example, provide secure data storage or to send you a newsletter. In the course of this cooperation, they may process the Personal Data you have provided to us;
<b>Processing of Personal Data</b>	any handling of Personal Data - whether it is storage, sharing, deletion, modification, or more complex analytical or statistical tasks;
<b>Special Categories of Personal Data</b>	data that we understand to be more sensitive. For example, it relates to what your ethnicity is, what your sexual orientation is, whether you are in a trade union, or how your health or faith is. Genetic and biometric data are also considered to be a special category of data if they are processed for the purpose of uniquely identifying a natural person.

## 2. PROCESSING OF PERSONAL DATA

Your privacy is important to us, so we only request Personal Information from you that is necessary to provide the Services. Our Services comply with the standards required by the GDPR. If you entrust us with your data, we undertake to treat it in accordance with the relevant legislation that applies to you (GDPR, CCPA, etc.). Please see below for your rights in relation to Personal Data.

### 3. RELATIONSHIP TO PERSONAL DATA

Due to the nature of the service provided, we may find ourselves in the roles of Processor or Controller in the following cases:

#### A) DP TECHNOLOGIES AS CONTROLLER

In relation to Users, we are the Data Controller of Personal Data. You have entrusted us with your personal data (e.g. your name and email) in order for us to register you in our database and send you Business Communications and Job Offers. An overview of the Personal Data we process, including the reasons for processing it, can be found below.

**Our Processors.** In order to provide you with the best quality of our Service, we use other entities to do so. We have the necessary contracts with all of them and require the highest possible level of protection and security for Personal Data.

#### B) DP TECHNOLOGIES AS A PROCESSOR

If we are asked to provide our partner entity, for their own users and candidates, or for their business partners, then we become the Processor of that Personal Data. Even in this case, we take the utmost care of the security of your data and provide the quality of service with the same emphasis on security.

#### 4. WHAT PERSONAL DATA DO WE PROCESS ABOUT YOU?

<b>Name and surname</b>	Data for your address
<b>Contact details</b>	Contact details relevant to the provision of our Services
<b>Your work preferences</b>	<p>These are the parameters we use to search for opportunities for you in order to provide the Service effectively, in particular</p> <ul style="list-style-type: none"> <li>- Your preferred role</li> <li>- Work experience</li> <li>- Knowledge of technology</li> <li>- Seniority</li> <li>- Cooperation sought</li> <li>- A land where you look for opportunities</li> <li>- The city where you look for opportunities</li> <li>- Requested remuneration</li> <li>- Further clarifications that you provide us with</li> </ul>
<b>Operational user data</b>	Details of communications, meetings and communications between our company and you

**Cookies.** We do not process files about you from your visit to our website.

**Special categories of Personal Data.** We do not process any Personal Data of a sensitive nature about you.

#### 5. HOW DO WE PROCESS YOUR PERSONAL DATA?

We process your Personal Data if you are a user of our services or a customer of ours. We only process your Personal Data for the necessary period of time, but the length of time may vary depending on the applicable law in the location where we provide our Services to you. Therefore, the information on the length of processing is only indicative.

Why	Which data	As	How long
Offer of job positions	This is the information you provide in your CV and the parameters we ask for (see chapter 4).	Based on your preferences, we match your enquiry with offers from Business Partners to find the ideal match for your interests so we can connect you and invite you for an interview.	On the basis of the <b>consent</b> granted, we may retain the Personal Data of job applicants for a period of 5 years. The reason for this is that we may have an interesting job offer for you at a later date

## 6. ON WHAT BASIS DO WE PROCESS YOUR PERSONAL DATA?

Legality of processing. We obtain and process all Personal Data in a lawful manner. We process Personal Data:

- **on the basis of your consent** (e.g. if you voluntarily subscribe to our newsletter),
- **for the purpose of performing the Contract** (so that we can start providing our Services to you),
- **for the purpose of compliance with a legal obligation** (e.g. in the case of supervision by an inspection authority); and
- **on the basis of our legitimate interest** (e.g. if you are our customer, so that we can inform you about what is new with us).

If we provide the Service to you outside the European Economic Area (EEA), the legal titles for processing Personal Data may differ.

## 7. CHILDREN AND MINORS

Our Service may be used by persons over the age of 16. We do not knowingly process personal data of children and minors under this age. If we become aware that we have received personal information from a child without parental or legal consent, we will take reasonable steps to delete that information as soon as possible.

We have developed these policies to make them as clear as possible. However, if you are under 18 years of age, a User of our Service and this Privacy Policy is not sufficiently clear to you, please contact us at [info@dptechnologies.cz](mailto:info@dptechnologies.cz).

## 8. OUR PROCESSORS?

We only use verified Processors with whom we have a written contract and who provide us with at least the same guarantees as we provide to you. We have set out above the data that Processors may process, including their purpose and the legal title of the processing.

## 9. CONCLUSION

This data processing policy may only be amended in writing. You will be informed of this via our website or by email. Please check this policy regularly. Your continued use of our Service means that you agree to changes to this Policy.

If you have any questions about our privacy policy, please contact us at [info@dptechnologies.cz](mailto:info@dptechnologies.cz).

If you are dissatisfied, you can at any time file a complaint or complaint with:

- **to the Office for Personal Data Protection**, Pplk. Sochora 727/27, 170 00 Prague 7 - Holešovice (more information at <https://www.uoou.cz/>), or
- **to the Office for Personal Data Protection of the Slovak Republic**, se sídlem Hraničná 12, 820 07 Bratislava 27, Slovak Republic (more information at <https://dataprotection.gov.sk/uoou/>), or
- **Der Bundesbeauftragte für den Datenschutz und die Informationsfreiheit**, with registered office at Graurheindorfer Straße 153, 53117 Bonn (for more information see <https://www.bfdi.bund.de/>), or
- **Datenschutzbehörde, with registered office at Österreichische Datenschutzbehörde**, Barichgasse 40-42, 1030 Vienna (for more information, see <http://www.dsb.gv.at>), or -

to another data protection authority located in your usual place of residence.

This Personal Data Protection Policy is effective from 1 December 2023.