



Respecting data protection regulations, pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR), we inform you that:

- 1. All personal data are processed for purposes related to the service of clients and all individuals interested in establishing and maintaining contact with us, in particular:**
 - a. for conducting recruitment processes, in accordance with applicable legal requirements (based on labour law provisions, i.e. pursuant to Article 6(1)(c) GDPR);**
 - b. in connection with contracts performed or with activities undertaken for the purpose of concluding them (pursuant to Article 6(1)(b) GDPR) – the handling of all contracts, orders and operations carried out by clients and cooperating entities;**
 - c. for fulfilling legal obligations related to commercial transactions (invoice settlement, document archiving) – based on Article 6(1)(c) GDPR;**
 - d. for marketing activities, including marketing of own services – depending on the type of activity, the legal basis will be Article 6(1)(a) GDPR (consent to data processing) or Article 6(1)(f) GDPR (the Company's legitimate interest);**
 - e. for other purposes, based on the relevant legal basis (Article 6(1) GDPR).**
- 2. Data recipients may include entities providing IT or other services to the Controller, but only in connection with the Controller's operations, for purposes related to the performance of concluded contracts or orders and the proper execution of services, based on an explicit instruction from the Controller and in accordance with legal regulations.**
- 3. We inform you of the right to access, rectify and supplement the provided data, the right to data portability, the right to request restriction of processing, and the right to request data erasure (if the Controller is not legally obliged to retain them).**
- 4. If consent to data processing has been given, it may be withdrawn at any time by contacting us in writing; this will not affect the lawfulness of processing carried out before the withdrawal of consent.**
- 5. We inform you of the right to object to the processing of personal data, as well as the right to lodge a complaint with the supervisory authority, which is the President of the Personal Data Protection Office.**

The Personal Data Controller (PDC) is:

European Solutions Sp. z o.o.
registered at: ul. Cieszyńska 23G, 43-170 Łaziska Górne, Poland