

INFORMATION ON PROCESSING PERSONAL DATA OF EMPLOYEES/ASSOCIATES OF CONTRACTORS OF 3SOFT S.A.

Pursuant to Article 14 (1) and (2) 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 (OJ EU.L.2016.119.1, as amended), hereinafter: the GDPR, we inform you that:

1. The Controller of your personal data is 3Soft S.A. with its registered seat in Katowice, ul. Gawronów 6.
2. For all data protection issues, you can contact our Data Protection Officer at email address: iod@3soft.pl.
3. We have received your data, which includes business contact details (including your first and last name, job title, email address and telephone number), from our business partner whom you represent or for whom you perform services.
4. Your personal data are processed in order to perform current contacts within the framework of business cooperation with the Controller's contractor who is your employer or an entity for which you provide services. The basis for the processing of personal data is our legitimate interest in maintaining contact with our business partners, including communication related to the conclusion and performance of contracts and carrying out ongoing contacts - Article 6 (1) (f) of the GDPR allows us to do so.
5. Recipients of personal data may be public authorities under the law, as well as the Controller's contractors within the scope of its business activity, including entities cooperating within the 3Soft group, which may co-perform services, as well as entities processing data on our behalf on the basis of a data processing agreement.
6. The Controller may transfer your personal data to countries outside the European Economic Area due to the use of suppliers who store data on servers located outside the European Economic Area (e.g. Google LLC), in accordance with the decision of the European Commission, which has found an adequate level of data protection in this area. In other cases, your personal data may also be transferred to a third country solely on the basis of: binding corporate rules, standard contractual clauses, an approved code of conduct or an approved certification mechanism (Article 46 GDPR) or on the basis of your explicit consent to such transfer to a third country or an international organization (Article 49 (1) (a) GDPR).
7. Your personal data will be processed for the duration of the business relationship with the entity with which you are bound by employment relationship or a civil law contract, and after the termination of the above for the time necessary to defend and pursue claims or for the time necessary to comply with legal obligations, including accounting or tax obligations.
8. Your personal data have been obtained from an entity with which you have an employment relationship or a civil law contract as part of a professional relationship with that entity, and include contact details and data necessary to perform the contract or ensure cooperation.
9. You have the right to access your data, to have them rectified, erased, to have their processing restricted, and the right to data portability, all of which are exercised according to the principles set out in the GDPR.
10. You have the right to object to the processing of your personal data.
11. In the course of the processing of personal data, no solely automated decision-making or profiling, as referred to in Article 22 (1) and (4) of the GDPR, takes place. This means that no decisions will be made solely automatically and that no profiles are created.
12. If you believe that the processing of your personal data violates the law, you have the right to lodge a complaint to the supervisory authority, which in Poland is the President of the Personal Data Protection Office, except that the right to lodge a complaint concerns only the lawfulness of the processing of personal data.

13. The processing of personal data is necessary for the fulfillment of obligations related to ensuring proper performance of the contract, which would otherwise be impossible without the processing of such personal data. The processing of personal data of individuals representing the contractor enables maintaining contact and staying in business relations, which would otherwise be impossible.