



Yetico S.A. Privacy Policy

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I. Contact details of the Website controller

The controller of the website at www.yetico.com (the "Website") is:

Yetico S.A.

ul. Towarowa 17a

10-416 Olsztyn, Poland

KRS National Court Register Number: 0000296247

NIP (VAT) No.: 7390102047

tel. +48 89 538 78 11

fax. +48 89 538 78 10

e-mail: yetico@yetico.com

hereinafter referred to as the "Company".

YETICO™

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Once personal data is shared with the Company via the Website, the Company becomes the controller of such data within the meaning of Article 4 (7) 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 (hereinafter the "GDPR").



II. Disclaimer on the processing of personal data of users contacting Yetico S.A. via the contact details provided on the Website

A User contacting Yetico S.A. via the contact details provided on the Website, shares their personal data with the Company.

The personal data collected by the Company will be processed for the purpose of responding to the data subject on the matter with which they contacted the Company, handling issues reported via the "Contact Us" and "Leave Feedback" contact forms, as well as marketing Yetico S.A. products and services [Article 6 (1) (b) or (f) of the GDPR].

The personal data will be stored until no longer of use for this purpose, whereupon they will be immediately deleted.

If the Company's sales offer results in a contract being concluded between the Company and the data subject (or the entity on whose behalf the data subject has contacted the Company), the Company will also process the personal data for the purpose of contract performance [Article 6 (1) (b) of the GDPR] and – if required – for the exercise of or defence against the claims related to this contract. In such cases, the Company will store the personal data until such time as the contract-related public law liabilities expire.

The User may opt out of providing their personal data, but failure to provide the data necessary for the Company to communicate with the data subject (such as contract details) will prevent Yetico S.A. from responding to the user's message.

III. Disclaimer on the processing of personal data via the form in the "Work" sub-page

Yetico S.A. website includes a form for applying for job offers posted in the "Work" sub-page, and is the controller of the personal data so received.

Personal data collected via the form are processed for the purpose of recruitment [Article 6 (1) (f) of the GDPR – legitimate interests pursued by the controller] and will be stored until the end of the recruitment process. Once recruitment is completed, the documents will be immediately destroyed or sent back on the request of the data subject.

The Company may also process personal data for the purpose of future recruitment processes, but only if the data subject grants separate consent for such processing by selecting the appropriate checkbox next to the consent under the form. If the data subject does not wish to participate in future recruitment processes, the data subject may withdraw their consent at any time by sending us a notice to that effect (using the contact details provided in

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Section I of this Privacy Policy). Withdrawal of consent will not affect legitimacy of personal data processing done under this consent prior to its withdrawal.

IV. Cookie Disclaimer

The Website uses two basic types of cookies, depending on their expiration date: session and persistent cookies. Session cookies are temporary files which are stored on the User's terminal data equipment until the User logs off, leaves the website or the browser. Persistent cookies are stored on the User's terminal data equipment for a fixed period of time (indicated in the parameters of the cookies themselves) or until deleted by the User.

The Company uses the following types of Cookies:

- (a) essential cookies, which enable the use of the services available within the Website,
- (b) performance cookies, which enable the collection of information on how the Website is used;
- (c) functional cookies, which enable the storage of the User's selected settings and personalization of the User interface, e.g. the User's language and/or region, font size, Website appearance etc.

In many cases, the software used for browsing websites (an internet browser) permits storing of the cookies on the User's terminal data equipment by default. Website Users may change their cookie settings at any time. In particular, the settings may be changed so as to block automatic handling of the cookies in browser settings or to make it so that the User is notified of every cookie file stored on the Website User's device. Detailed information on cookie handling methods and options is available in the software (browser) settings.

The Company notes that restricting the use of cookies may influence some of the functionalities available on the Website.

Website Cookies are not used to collect personal data or collect User's personally identifiable information from the User's computer.

More information on cookies may be found in the "Help" section of the browser menu.

V. Who can we share your personal data with?

Personal data collected through the Website may be shared with entities in a working business relationship with the Company, provided such data is shared to achieve the processing purposes for which it was collected. In particular, these

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may include entities processing data on behalf of the Company, e.g. providers of IT (website administration) services, legal services, accounting services, etc. 4 The Company may also share the personal data collected via the Website with public bodies, if it is legally obligated to do so.

VI. Disclaimer on the sharing of Website-gathered data beyond the European Economic Area

Yetico S.A. does not share Website-gathered data beyond the European Economic Area.

VII. Profiling

Personal data collected via the Website will not be processed by automated individual decision-making, including profiling.

VIII. Rights of the data subjects

Right of access

The data subject has the right to obtain from the controller confirmation as to whether or not their personal data are being processed, and, where that is the case, access to the personal data and the information on such processing by the Company.

Right to rectification

The data subject has the right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning them. Taking into account the purposes of the processing, the data subject has the right to have incomplete personal data completed, including by means of providing a supplementary statement.

Right to erasure

Where provided for by law, the data subject has the right to obtain from the controller without undue delay the erasure of their personal data, especially where:

- (a) the personal data have been unlawfully processed,
- (b) further processing of the personal data by the Company is no longer necessary for the purpose for which it was collected,
- (c) the data subject has withdrawn their consent for the processing;

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Right to restriction of processing

The data subject has the right to obtain from the controller restriction of processing where:

- (a) the accuracy of the personal data is contested by the data subject – for a period enabling the controller to verify the accuracy of the personal data;
- (b) the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;
- (c) the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defence of legal claims;
- (d) the data subject has objected to processing – pending the verification whether the legitimate grounds of the controller override those of the data subject.

Right to data portability

The data subject has the right to receive the personal data concerning them, which they have provided to a controller, in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided, including but not limited to where:

- (a) the processing is based on the data subject's consent and
- (b) the processing is carried out by automated means.

Right to object

The data subject has the right to object, on grounds relating to their particular situation, at any time to processing of personal data concerning them which is based on legitimate interests pursued by the controller.

Right to lodge a complaint with the supervisory authority

The data subject also has the right to lodge a complaint with the President of the Polish Personal Data Protection Office [Urząd Ochrony Danych Osobowych] if they consider the processing of their personal data by the Company unlawful.

IX. Data security

User data security is a priority for us. Therefore, in the course of operating the Website, we use only professional hosting entities that guarantee appropriate security measures for the data stored on their servers, such as firewalls, server security devices, encryption devices and other technical or physical security measures.

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X. Changes to this Privacy Policy

The provisions of this Policy, especially those governing personal data processing by the Company, are subject to change. Any changes will be published immediately after introduction. As such, please refer to the latest Privacy Policy when using the Website.

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