

## PRIVACY POLICY

(part of the Terms and Conditions for use of the websites (URL) [www.techloop.io](http://www.techloop.io))

(the “**Privacy Policy**”)

### 1. INITIAL PROVISIONS

- 1.1. This Privacy Policy forms an integral and binding part of the Terms and Conditions.
- 1.2. The capitalized terms and definitions used in this Privacy Policy not defined herein shall have the meaning ascribed to them in the Terms and Conditions.

### 2. PROCESSING OF PERSONAL DATA

- 2.1. While using the Website and the Services, the personal data of (i) Job Seekers (natural persons) provided during the process of Registration or otherwise during the use of the Website and/or the Services; and (ii) representatives of Hiring Companies (natural persons) provided during the process of Registration or otherwise during the use of the Website and/or the Services; is being processed (the respective Users whose Personal Data is being processed hereinafter the “**Data Subject(s)**”). The personal data shall mean any information relating to an identified or identifiable data subject (natural person) (the “**Personal Data**”). Any and all Personal Data of the Data Subjects is processed in compliance with the Terms and Conditions, this Privacy Policy and applicable regulations, in particular the Act No. 101/2000 Coll., on Protection of Personal Data, as amended (the “**Act on Protection of Personal Data**”). The above shall not affect the obligation of the Personal Data controller to provide the information regarding the Users to third parties or to the public authorities when required by the legal regulation.
- 2.2. Hiring Company hereby declares that it is entitled to transfer the Personal Data of its representatives (if any) to the company Quantiq s.r.o., identification no.: 032 57 550, with its registered office at Václavské náměstí 838/9, Nové Město, 110 00 Prague 1, Czech Republic, registered with the Commercial Register maintained by the Municipal court in Prague, Section C, File 228581 (the “**Provider**”), which shall become a Processor of such Personal Data. The Hiring Company further declares that it has provided the respective Hiring Company’s representatives whose Personal Data (if any) has been provided with this Privacy Policy and, therefore, the respective Hiring Company’s representatives are aware of the processing of their Personal Data and any details thereof pursuant to this Privacy Policy.
- 2.3. The rights of the Data Subject pertaining to the processing of his / her Personal Data are governed by the Act on Protection of Personal Data.
- 2.4. The Personal Data controller is the Provider (the company Quantiq s.r.o.). The Personal Data controller determines the purpose and means of Personal Data processing, carries out such processing and is responsible for such processing (the “**Controller**”).
- 2.5. The Data Subject’s Personal Data is processed on the basis of his / her consent or on the basis of authorizations arising out of the Act on Protection of Personal Data.
- 2.6. By choosing an option [*“I agree with the processing of my personal data in compliance with the Terms and Conditions and with the Privacy Policy”*] located within the registration form, the Data Subject grants a consent with processing of his / her Personal

Data in compliance with the Terms and Conditions and with this Privacy Policy. Prior to the completing the process of Registration on the Website, the Data Subject is obliged to get familiar with the Terms and Conditions and the Privacy Policy. Granting of consent with the processing of Personal Data pursuant to this Section 2.6. is one of the conditions the fulfilment of which is necessary for completing the Registration on the Website and using of Services. The consent with processing of Personal Data may be revoked by serving a written notification sent by registered letter to the Controller's registered address.

- 2.7. The Data Subject agrees with the processing of the following Personal Data: name, surname, residence and registered seat (if applicable), e-mail address, telephone number, nationality, date of birth, bank account number and/or any other Personal Data which the Data Subject provides within the Website.
- 2.8. The Personal Data is processed for the purpose of realization of the rights and obligations relating to the use of the Website, in particular for purpose of identification of the Data Subject while using the Website, provision of the Services to the Data Subject and communication with the Data Subject, including sending of the commercial communication pursuant to Section 4. hereof.
- 2.9. Any and all Personal Data will be processed for the time necessary for realization of the purposes of processing stipulated in this Privacy Policy and in the applicable legal regulations.
- 2.10. The Personal Data processed by the Controller may be made available to the Controller's employees, auditors and consultants.
- 2.11. The Personal Data processed by the Controller may be transferred to the third person under the conditions stipulated in the Act on Protection of Personal Data. If the Data Subject does not agree with such transfer of his / her Personal Data pursuant to this Section 2.11., he / she shall express his / her disagreement by serving a written notification sent by registered letter to the Controller's registered address. The Job Seeker hereby expressly agree that his / her Personal Data might be transferred to the Hiring Companies for the purpose of use of the Services; the Hiring Company's representative hereby expressly agree that his / her Personal Data might be transferred to the Job Seekers for the purpose of use of the Services.
- 2.12. The Personal Data processed by the Controller may be transferred to foreign entities, in particular to the Controller's affiliated parties, under the conditions stipulated in the Act on Protection of Personal Data. If the Data Subject does not agree with such transfer of his / her Personal Data pursuant to this Section 2.12., he / she shall express his / her disagreement by serving a written notification sent by registered letter to the Controller's registered address.
- 2.13. If the Data Subject finds or presumes that the Controller is carrying out processing of his / her Personal Data which is in contradiction with the protection of private and personal life of such Data Subject or in contradiction with the law, in particular if the Personal Data is inaccurate regarding the purpose of its processing, the Data Subject is entitled to:
  - 2.13.1. ask the Controller for explanation; and
  - 2.13.2. require from the Controller to remedy the arisen state of affairs (in particular, it shall mean blocking, correction, supplementing or liquidation of Personal Data).

If the request of the Data Subject pursuant to this Section 2.13 is found justified, the Controller is obliged to immediately remedy the improper state of affairs. If the

Controller refuses the Data Subject's request, the Data Subject is entitled to contact the Office for Personal Data Protection; the right of the Data Subject to contact the Office for Personal Data Protection directly shall not be affected. The Data Subject has further rights pursuant to S. 21 of the Act on Protection of Personal Data.

- 2.14. The Controller is obliged to provide the Data Subject without undue delay with the information on the processing of the Data Subject's Personal Data, if the Data Subject requests so, pursuant to S. 12 of the Act on Protection of Personal Data. Such information pursuant to this Section 2.14. shall contain: (i) the purpose of Personal Data processing; (ii) the Personal Data or categories of such Personal Data that are subject to processing, including all available information on its source; (iii) the character of the automated processing in relation to its use for decision-making, if acts or decisions are taken on the basis of such processing the subject matter of which is an interference with the Data Subject's rights and legitimate interests; and (iv) the recipients or categories of recipients. For provision of the above information, the Controller is entitled to require a reasonable reimbursement not exceeding the costs necessary for provision of such information.
- 2.15. The Data Subject takes into consideration that he / she is obliged to provide correct and true Personal Data. The Data Subject is obliged to inform the Controller on any changes to his / her Personal Data. The Data Subject hereby confirms that the provided Personal Data of him / her is accurate.
- 2.16. The Data Subject hereby confirms that he / she has been instructed that the provision of the Personal Data is voluntary.
- 2.17. The Users hereby agree that the Controller is entitled to analyze and collect anonymized data regarding the Users' behaviour on the Website in order to improve the operation of the Website and the Services. Such anonymized data pursuant to the previous sentence shall not contain any Personal Data. If the User does not agree with such analyzing and collecting of anonymized data regarding the User's behaviour on the Website, he / she shall express his / her disagreement by serving a written notification sent by registered letter to the Controller's registered address. For avoidance of any doubts, this Section 2.17. shall be applicable to all Users (i.e. both Job Seekers and the Hiring Companies).

### **3. COOKIES**

- 3.1. Cookies are used while operating the Website. Cookies are small data files which are stored during the visit to the websites in the User's computer, smartphone or other end device, via which the User accesses internet. Cookies are used by the website to recognize the particular User and provide him / her with higher user comfort. The following information, in particular, is stored through cookies: IP addresses, type of used browser, internet service provider, visited websites, advertisements viewed by the user and/or information provided by the user on the visited website.
- 3.2. The Provider has access to information stored through cookies. The Provider uses above information in particular for purposes of administration of the Website, monitoring of the User's activities within the Website, collection of aggregate data about Users and for other statistical purposes.
- 3.3. The User hereby agrees that the Provider is entitled to use information stored through cookies for purposes pursuant to Section 3.2. hereof, including Provider's right to assign the above information to information which might identify the particular User.

- 3.4. The User may block cookies from being stored in the settings menu of the internet browser. If the User chooses an option to block storage of cookies, the functioning of certain or all functions of the Website may be limited or disabled.
- 3.5. For avoidance of any doubts, the provisions of this Section 3. shall be applicable to all Users (i.e. both Job Seekers and the Hiring Companies).

#### **4. COMMERCIAL COMMUNICATION AND ADVERTISEMENT**

- 4.1. If the User expressed consent with sending the commercial communication during the process of Registration or otherwise, the Provider and/or its business partners are entitled to inform the User on their products and services or on the products and services of the persons being in contractual relationship with the Provider and/or its business partners. The commercial communication pursuant to previous sentence is disseminated pursuant to the Act No. 480/2004 Coll., on certain Information Society Services, as amended. The User's account, e-mail address and/or telephone number can be used for the above purposes. The User is entitled to revoke his / her consent pursuant to this Section 4.1. by clicking on the hyperlink which shall be included in any obtained commercial communication.
- 4.2. The User hereby takes into account and expresses his / her agreement to the fact that the advertisements and promotional messages might be displayed within the Website [www.techloop.io](http://www.techloop.io). Such messages might relate to the content of the Website and the Services, requests entered within the Website and the Services and further information.
- 4.3. For avoidance of any doubts, the provisions of this Section 4. shall be applicable to all Users (i.e. both Job Seekers and the Hiring Companies).