
Privacy policy / RODO

Privacy policy

This Privacy and Cookies Policy (hereinafter referred to as the "Policy") sets out the rules for the collection, processing and safeguarding of personal data provided by Users in connection with the use of the Website, the handling of Forms, the Recruitment process and the execution of Contracts and implements the information obligation arising from 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 (General Data Protection Regulation), hereinafter referred to as "RODO". This Policy also describes the cookies used on the Website.

The controller of the personal data is:

Registration data: VISUAL Tech-Lab spółka z ograniczoną odpowiedzialnością with its registered office in Puławy, ul. Ignacego Mościckiego 1, 24-110 Puławy, entered in the Register of Entrepreneurs of the National Court Register under KRS number 0000884559, using NIP number 7162831723 and REGON number 388184485, with a share capital of PLN 5,500,

Contact details: VISUAL Tech-Lab spółka z ograniczoną odpowiedzialnością, ul. Ignacego Mościckiego 1, 24-110 Puławy, contact@http://visualtech-lab.com (hereinafter referred to as "the Administrator.")

Definitions:

- (1) Cookies - means small text files which are saved and stored on the User's Device.
- (2) Forms - means the forms available on the pages of the Service, enabling to make contact with the Administrator.
- (3) Counterparty - means a person or staff of an entity with whom the Administrator undertakes discussions on the conclusion of a Contract or with whom the Administrator has concluded a Contract.
- (4) Contracts - means contracts concluded or negotiated with Contractors.
- (5) User Device - means an electronic device with software through which the User accesses the Website.
- (6) User - means a person who is a user of the Service.
- (7) Recruitment - recruitment conducted by the Administrator through advertisements published on the Website.

(8) Service - the simdensity.com website.

Purposes and legal basis for the processing of personal data within the Service:

The Service Provider collects and processes Users' personal data in accordance with the applicable legal provisions, in particular:

RODO;

1. national data protection legislation;
2. the Act of 18 July 2002 on the provision of electronic services;
3. of the Telecommunications Act.
- 4 The Service Provider processes the personal data provided by the User in the Forms.

The specific legal bases and purposes of the processing are as follows:

(1) The User's personal data provided in the Forms in the form of: name, surname, telephone number and contact email address - will be processed in order to respond to the request received. Legal basis:

- a. Article 6(1)(b) RODO - processing is necessary for the performance of a contract to which the data subject is party or to take steps at the request of the data subject prior to entering into a contract;
- b. Article 6(1)(f) RODO in the form of a legitimate interest, i.e. the presentation of products and services in response to an enquiry received.

(2) personal data obtained by the Administrator during the Recruitment process in the form of: name, surname, telephone number, contact email address and data provided in the CV - will be processed in order to respond to the job application submitted. Legal basis:

- a. to the extent indicated in the employment legislation, the data will be processed for the purpose of concluding and performing the employment contract (Article 6(1)(b) of the DPA).
- b. other data, on the basis of consent, which may be revoked at any time (Article 6(1)(a) RODO).

(3) The Contractor's personal data obtained by the Administrator in the process of conducting business relations and concluding Contracts - will be processed in order to establish, shape the legal relationship, as well as perform the Contracts. Legal basis:

- a. Article 6(1)(c) of the RODO in the form of the fulfilment of legal obligations incumbent on the controller for the performance of the contract.
- b. Article 6(1)(f) RODO in the form of a legitimate interest, i.e. the performance of the contract, verification of the correct performance of the contract, performance of settlements, handling of complaints, claims and notifications, performance of audit and control activities, debt collection and enforcement of seizures. The processing of data in the situation of the assertion of claims by one of the contractual parties in the event that their processing proves necessary.

(4) The User's personal data may also be processed in order to exercise the Administrator's rights or to comply with obligations. Legal basis:

a. Article 6(1)(c) RODO - processing is necessary for the fulfilment of a legal obligation incumbent on the controller;

b. Article 6(1)(f) RODO - the processing is necessary for the purposes of legitimate

(5) Additional purposes of the processing include, but are not limited to, ensuring the security of the use of the Website, providing the ability to select and maintain personalised settings, analytics and statistics to improve the Website and the Service. Legal basis:

a. Article 6(1)(f) RODO - processing is necessary for the purposes of the legitimate interests pursued by the controller.

Period of retention of personal data:

(1) Your personal data will be processed for no longer than is necessary for the purposes for which the data are processed or until you successfully lodge an objection.

(2) the personal data of the job applicant obtained during the Recruitment process will be processed:

a. for 3 months, from the date of termination of the recruitment in connection with which the application documents for employment with the Employer have been submitted - if consent has not been given to the processing of data for the purposes of further recruitment;

b. up to 12 months, from the date of application, where consent has been given for the processing of data for future recruitment purposes;

c. as regards optional data, until you withdraw your consent.

(3) Contractors' personal data will be processed for no longer than is necessary for the purposes for which the data are processed or until an effective objection is lodged.

(4) Once the processing of personal data for the original purpose has ended, data may be processed for another purpose if there is a legal basis for doing so.

Recruitment data:

The provision of personal data in the scope of Article 22(1) of the Labour Code is necessary to participate in the recruitment procedure. The provision of other data is voluntary. By submitting your application, you consent to the processing of this data.

You may withdraw your consent at any time by contacting the Administrator at the following email address: contact@simdensity.com

In order for your candidature to be used in other recruitments by the Administrator, please additionally include the following consent in your CV: "I agree that VISUAL Tech - Lab sp. z o.o. may process the personal data contained in my recruitment advertisement for future recruitment purposes."

Data recipients:

The Administrator will only transfer personal data to entities that will perform for it the services necessary to operate the Service, Recruitment and perform the Contracts. Such entities are in particular the providers of the following services:

(1) Provider of the Website hosting: Starpoint Janusz Rychel, Ul. Wojska Polskiego 8 41-208 Sosnowiec NIP: 6442298761 In order to store personal data on the server

(2) e-mail: Google Inc., 1600 Amphitheatre Parkway, Mountain View, California 94043 USA and Starpoint Janusz Rychel, Ul. Wojska Polskiego 8 41-208 Sosnowiec NIP: 6442298761 - to store personal data on the server. The data is stored on European servers.

(3) couriers, accountants, lawyers, and other sub-processors. The Administrator declares that the processing of data by each of such entities will take place on the basis of an agreement of entrustment of personal data processing and in accordance with the Administrator's instructions. Recipients of services will have access only to such data as are necessary for the purpose of their services.

Transfers of data to third countries:

The Administrator informs that in the framework of its use of third parties, personal data may be transferred to a third country (entities outside the EU), this refers to service providers hosting a copy of the User's data security. The Service Provider guarantees that it will only use the services of entities that are subject to laws ensuring an adequate level of protection of personal data. The Service Provider will use providers that guarantee an adequate level of data protection, which will be confirmed in the providers' declarations of respect for privacy and rights under the RODO or confirmed by standard contractual clauses or other decisions of the European Commission

Automated decision-making and profiling

The administrator does not carry out automated decision-making, including on the basis of profiling.

Your rights:

Each User has the right to access his/her data, the right to rectify, request erasure or restrict its processing. The User may also exercise the right to object to the Administrator to the processing of the data and the right to data portability to another data controller. In the case of voluntary consent to the processing of personal data (image), the User has the right to withdraw consent to the processing of data at any time, which does not affect the legality of the processing carried out on the basis of consent before its withdrawal. Any rights to which the User is entitled will be exercised in accordance with the relevant legislation, in particular the provisions of the RODO.

The right to lodge a complaint with the authority:

We would like to inform you that, with regard to infringement of the right to data protection or other rights granted under the RODO, you have the right to lodge a complaint with the authority supervising compliance with data protection regulations, i.e. the President of the Office for Personal Data Protection.

COOKIES

Types of cookies by origin:

On the Website, the Administrator uses the following Cookies by origin:

(1) Administrator Cookies - means cookies placed by the Administrator, related to the provision of electronic services by the Administrator through the Website. Administrator Cookies - are used to ensure correct use of the Website, including:

- optimise the Website for the devices and browsers most commonly used by Users;
- improve the use of the Website, for which purpose Cookies may remember decisions made by the User on the Website.

(2) External Cookies - means Cookies placed by the Administrator's partners, through the website of the Service. External Cookies are used for analytical, marketing and video display purposes.

Analytical cookies:

Analytical cookies are used by the Administrator to improve the functioning of the Website and to measure, without directly identifying the User's personal data, the effectiveness of marketing activities undertaken. In the case of this type of cookie, the Administrator uses a solution:

Google Analytics - a solution provided by Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. The Administrator bases the use of this solution on the legitimate interest of creating statistics and analysing them in order to optimise the Website. The information collected in this way can be transferred to servers in the United States and stored there. Google has joined the EU-US-Privacy Shield programme to ensure an adequate level of personal data protection as required by European legislation. The European Commission has recognised that companies certified under Privacy Shield provide an adequate level of data protection.

For more information on Google Analytics and Google's cookies, please visit the service provider's website: <https://support.google.com/analytics/answer/6004245>.

The user can block the processing of data by Google as part of the Google Analytics service by installing a browser plug-in that blocks this service. The plug-in is available at:

<https://tools.google.com/dlpage/gaoptout>

Marketing cookies:

Cookies used for marketing purposes are used to tailor the content and forms of advertising displayed on the service provider's pages. In this case, the Administrator uses a solution:

Facebook Pixel - a solution provided by Facebook Inc., 1601 S. California Ave. Palo Alto, CA 94304, USA. The Administrator carries out activities in this regard based on my legitimate interest in the form of marketing my own products or services.

Facebook Pixel automatically collects information about your use of the Website. The information collected in this way may be transferred to a Facebook server in the United States and stored there. Facebook has joined the EU-US-Privacy Shield programme to ensure an adequate level of personal data protection as required by European legislation. The European Commission has recognised that Privacy Shield certified companies provide an adequate level of data protection.

The information collected by Facebook Pixel does not allow the Administrator to identify the User. The Administrator only knows what actions the User has taken on the Website.

However, Facebook may combine this data with other data collected as part of the User's use of Facebook and use such information for its own purposes. Facebook's actions in this respect are independent of the Administrator. A User with a Facebook account can manage their privacy settings at <https://www.facebook.com/privacy/explanation> .

Video-related cookies:

The Administrator embeds videos posted on YouTube on the Website. Google cookies associated with the YouTube service are used for this purpose. In this respect, cookies will be loaded on the User's Device when the video is played. If the User does not agree to the loading of these cookies, he/she should refrain from playing the videos embedded in the pages of the Website.

If the User does not want YouTube and its administrator Google to attribute the data collected by viewing the video on the Website, the User should log out of YouTube/Google before playing the video. The User may also make use of browser plug-ins that block the loading of YouTube/Google plug-ins.

Types of cookies by their persistence:

Some cookies used by the Administrator are deleted after the end of the browser session, i.e. when the browser is closed (so-called session cookies). Other cookies are stored on the User's terminal equipment and enable the Administrator to recognise the User's browser the next time the User accesses the Website (persistent cookies).

Security

The storage and reading mechanisms do not allow any personal data or any confidential information to be retrieved from the User Device. In the case of own Cookies, the Administrator of the Website is responsible for their security and guarantees that they are safe for User Devices. In the case of external Cookies, the entities indicated in this Policy are responsible for their security.

Information about cookies:

During the first visit to the Website, the User is displayed information on the use of Cookies. The information displayed includes a link to this Policy. If the User accepts this information, a cookie will be created to confirm acceptance of the information. In this way, this information will not be displayed again to the User unless he/she deletes the cookie file responsible for it from his/her Device.

Changing browser settings

The default settings of web browsers usually allow cookies to be stored on the end devices of website users. However, these settings can be changed by the User.

The administrator informs that, in accordance with the provisions of the Telecommunications Act, the user's consent to store information or access information already stored in the user's telecommunications terminal equipment may also be expressed by the user through the settings of the software installed in the terminal equipment used by the user.

Therefore, in the event that the User does not wish to give such consent, they should change their browser settings.

You can find detailed information on how to change your browser's cookie settings and how to delete them on the official website of your specific browser.

Changes to the Privacy and Cookies Policy:

The policy is kept under review and updated as necessary.