

Aspiro, a.s. and Aspiro Česká republika, s.r.o. (hereinafter referred to as "Aspiro" or "we") follow closely all data privacy issues, therefore we would like to post the following statement, described below. When you deliberately send any personal information through this website, Aspiro will be processing them in accordance with this. If you have any questions related to our privacy policy, please email us: privacy@aspiro.sk or privacy@aspiro.cz.

Personal Data Collection

Aspiro collects personal data via web site and other public channels with the following legal basis:

Purpose of personal data collection: Selection of candidates for employment

Collected and processed data: candidate's CV, interviewing information, written test results

Method of collecting personal data: Via the online form on the web site, via e-mail

The legal basis for the collection of personal data: By submitting a CV, the applicant grants consent to the processing of personal data in the above-mentioned scope.

Personal data retention period: 1 year since the last communication between Aspiro and the candidate.

Processing of personal data: Data processing is not automated, nor any profiling exists within the process. The data is stored in the company's cloud storage that is in the EU.

Purpose of personal data collection: Providing information about our activities and about our projects

Collected and processed data: Name and surname of the interested person, e-mail address, company

How we collect personal information: via website form

The legal basis for the collection of personal data: When submitting a form, the requestor ticks the consent to the processing of personal data under this statement.

Personal data retention period: 6 months since last contact

Processing of personal data: Data processing is not automated, nor any profiling exists within the process. The data is stored in the company's cloud storage that is in the EU.

Purpose of personal data collection: Contacting former Aspiro employees

Collected and processed data: Name and surname of former employee, e-mail address, telephone contact, current work status

The legal basis for the collection of personal data: Written consent of the former employee for contacting him/her for meeting or about job opportunity.

Personal data retention period: Written consent is given by the employee for an indefinite period. It can be repealed of course.

Processing of personal data: Data processing is not automated, nor any profiling exists within the process. The data is stored in the company's cloud storage that is in the EU.

Personal data controller:

The personal data controllers are:

- **For the data collected in Slovakia:** Aspiro, a.s. (joint stock company, registered in Slovakia under the number (IČO) 36 834 394 located at: Prievozská 2 / B, 821 03 Bratislava, Slovak Republic). Personal data is processed in accordance with Slovak law no. 18/2018 and Regulation (EU) 2016/679 of the European Parliament and of the Council
- **For the data collected Czech Republic:** Aspiro Česká republika, sro (LLC), registered in the Czech Republic under the number (IČ) 24 141 160 with registered office at Za Valem 1315/3, 148 00 Praha 4 – Kunratice. Personal data is processed in accordance with Czech law no. 101/2000 and Regulation (EU) 2016/679 of the European Parliament and of the Council

Disclosure of data to third parties

We realize that your information is valuable, and therefore we will take all appropriate measures to protect them when we collect them. Personal information provided to Aspiro may be available to other Aspiro Group member companies (Aspiro, a.s., Aspiro Česká republika, s.r.o. a Predigt, s.r.o.) if it is necessary to fulfill the purpose for which the visitor of our website has given the information. Your personal information may also be forwarded to our service providers - third parties who process information in our name, including IT providers, identity management, creation, and web site management, data analysis, data backup, security and security storage services. As a result, your personal information may also be sent out of the country you reside, but not out of the EU member states. By voluntarily entering personal data through this website, the visitor grants his / her open consent to the transmission of such data for the fulfillment of his / her requests submitted. Aspiro may forward your personal information to judicial, regulatory, other state authorities or other third parties according to the of applicable legislation or regulatory provisions. Your personal information will not be used by any Aspiro Group member companies nor any third parties for any secondary or unrelated purpose unless otherwise stated in connection to data collection. In case we need to share your data with third parties, we will ask you for the content prior of the action.

Security

We have implemented generally accepted standards for technology security and operational security to protect personal identification data from loss, misuse, alteration or destruction. We would like to assure you that we have made all the appropriate measures regarding confidentiality and security and we have adopted several technical and organizational security measures to prevent any unauthorized or unlawful disclosure or unlawful processing of such information as well as accidental loss, destruction or damage. Only authorized personnel of the Aspiro Group have the access to personal identification data. are, who undertake to ensure the confidentiality of this information Authorized personnel have the obligation to ensure the confidentiality of personal identification data.

Access to information

If you would like to update any personal information you have entered through this website, please email us at privacy@aspiro.sk or privacy@aspiro.cz. When personal identification information is collected, we do not take responsibility for verifying the accuracy and accuracy of personal information. If we are notified that any personal data obtained through our website is no longer up to date, we will make appropriate corrections based on updated information from an authorized website visitor. If you would like to get more details about information you have provided through this website, you have the right to access such information and you can contact us via the above email address. Access request can be charged in accordance with applicable legal requirements.

Complaints

If you suspect incorrect treatment of your personal data you want to send to us or you have provided us in the past, you have the right to complain to the supervisory authority, namely:

- in case of Slovakia: Úrad pre ochranu osobných údajov, Hraničná 12, 820 07 Bratislava 27, Slovenská republika
- in case of Czech Republic: Úřad pro ochranu osobních údajů, Pplk. Sochora 27, 170 00 Praha 7, Česká republika

Deletion

To delete your personal information, please contact us by e-mail at privacy@aspiro.sk or privacy@aspiro.cz.