

## INFORMATION ON PERSONAL DATA PROCESSING

in accordance with Articles 12, 13, and 14 of the GDPR (hereinafter referred to as the "Information")

This Information describes how the controller, EuroBridge Talent Network s. r. o., with its registered office at Ružová 112/18, 019 01 Ilava, Company ID: 54 512 590 (hereinafter referred to as the "Controller"), processes personal data. If anything in this Information is unclear or incomprehensible to you, we will gladly explain any term or part.

We process personal data in accordance with the requirements of the GDPR, Act No. 18/2018 Coll. on the Protection of Personal Data and on Amendments and Supplements to Certain Acts, as amended, and other generally binding legal regulations.

### 1. BASIC TERMS

- a. **Personal data** – any information relating to an identified or identifiable natural person, for example, name, surname, date of birth, personal identification number, telephone number, email address, IP address, etc.
- b. **GDPR** – 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).
- c. **Data subject** – a natural person to whom the personal data relates.
- d. **Personal data processing** – any operation or set of operations performed on personal data by the controller or processor.
- e. **Controller** – a natural or legal person who determines the purposes and means of processing personal data.
- f. **Purpose of personal data processing** – a clearly defined or established intention of processing personal data related to a specific activity.
- g. **Legitimate interest** – the interest of the controller or a third party that justifies the necessity of personal data processing, provided it does not override the interests or fundamental rights and freedoms of the data subject.
- h. **Recipient** – a natural or legal person, public authority, agency, or other body to whom personal data is disclosed.

## 2. PERSONAL DATA CONTROLLER

The personal data controller is:

**Controller:** EuroBridge Talent Network s. r. o.

**Legal form:** Limited Liability Company

**Registered office:** Ružová 112/18, 019 01 Ilava

**Email:** office@eurobridge-talentnetwork.com

**Phone number:** +421 947 931 969

## 3. PURPOSES AND LEGAL GROUNDS FOR PROCESSING

Purpose	Legal Ground
Accounting	Art. 6(1)(c) GDPR – compliance with a legal obligation
Human resources and payroll	Art. 6(1)(c) GDPR – compliance with a legal obligation Art. 6(1)(b) GDPR – performance of a contract
Occupational health and safety (OHS)	Art. 6(1)(b) GDPR – performance of a contract
Fire protection	Art. 6(1)(c) GDPR – compliance with a legal obligation
GDPR-related agenda	Art. 6(1)(c) GDPR – compliance with a legal obligation
Network and information security	Art. 6(1)(f) GDPR – legitimate interest
Business contracts	Art. 6(1)(f) GDPR – legitimate interest
Contact form	Art. 6(1)(f) GDPR – legitimate interest
Cookies	Art. 6(1)(a) GDPR – consent of the data subject Art. 6(1)(b) GDPR – performance of a contract
Temporary assignment	Art. 6(1)(c) GDPR – compliance with a legal obligation
Records of temporarily assigned employees	Art. 6(1)(c) GDPR – compliance with a legal obligation

#### **4. LEGITIMATE INTERESTS OF THE CONTROLLER OR THIRD PARTY**

<b>Legitimate Interest</b>	<b>Description</b>
Ensuring network and information security	Legitimate interest in processing personal data to the extent necessary and proportionate for the purpose of ensuring network and information security, i.e. the ability of the network or information system to withstand, at the given level of confidence, failures or unlawful or intentional acts that compromise the availability, authenticity, integrity, and confidentiality of stored or transmitted personal data.
Business contracts	Legitimate interest of the controller to process personal data necessary for the conclusion and performance of business contracts with suppliers and other business partners.
Contact form	Legitimate interest of the controller to process the data of individuals who have expressed interest in mutual communication.

#### **5. RECIPIENTS**

A recipient is any person to whom the controller discloses personal data, regardless of whether the person is a third party. The data processed by the controller is, depending on the specific purpose of the processing, made available to the following recipients:

- persons who process personal data based on direct authorization by the controller (e.g. employees, etc.),
- user employers,
- processors (e.g. external accountant, web hosting provider),
- public authorities (e.g. tax office, Social Insurance Agency, Central Office of Labour, Social Affairs and Family, and others), but only when they receive personal data beyond specific inquiries, in accordance with EU or Slovak law,
- health insurance companies, supplementary pension savings companies, pension fund management companies,
- and any other authorized entities.

#### **6. TRANSFER TO THIRD COUNTRIES AND INTERNATIONAL ORGANIZATIONS**

As a rule, the controller does not transfer personal data to countries outside the EU (EEA).

## 7. RETENTION PERIOD

Personal data in a form that allows identification is retained only for the period necessary to achieve the purpose for which it is processed. The retention periods/deletion deadlines or the criteria for determining them are documented in the records of processing activities, which we will provide upon your request.

## 8. RIGHTS OF THE DATA SUBJECT

Data subjects have the following rights:

### **a. Right to information on personal data processing**

This includes details such as the identity and contact information of the controller, purposes of processing, categories of personal data concerned, recipients or categories of recipients, information on data transfers to third countries, retention period of personal data, purposes and legal bases of processing, legitimate interests of the controller or third party, a list of your rights, the option to contact the Office for Personal Data Protection of the Slovak Republic, the source of the personal data being processed, and whether and how automated decision-making and profiling take place.

### **b. Right of access to personal data**

You have the right to obtain confirmation as to whether your personal data is being processed. If it is, you have the right to access information regarding the purposes of processing, the categories of personal data, recipients or categories of recipients, the retention period, your rights, the right to lodge a complaint with the Office for Personal Data Protection of the Slovak Republic, the source of the personal data, whether automated decision-making and profiling occur, and information about safeguards in the case of data transfer to a third country or international organization. You also have the right to receive a copy of your personal data being processed.

### **c. Right to rectification**

You have the right to have inaccurate personal data corrected. With regard to the purpose of processing, you also have the right to have incomplete personal data completed, including by providing a supplementary statement.

### **d. Right to erasure (right to be forgotten)**

In certain cases defined by law, we are obliged to erase your personal data. However, each request for erasure is assessed individually to determine whether the conditions are met, as we may be legally obliged to retain the data or may be processing it based on a legitimate interest. If our legitimate interest (or that of a third party) outweighs your interests, we are entitled to continue processing your data for the given purpose.

**e. Right to restriction of processing**

You may request the controller to restrict processing of your personal data if one of the following conditions applies:

- You contest the accuracy of the personal data, for a period enabling the controller to verify the accuracy;
- The processing is unlawful, and you oppose the erasure of the data and request restriction of use instead;
- The controller no longer needs the data for processing purposes, but you require it for the establishment, exercise, or defense of legal claims;
- You have objected to processing in specific cases under the GDPR (task carried out in the public interest, legitimate interest of the controller, or profiling), and the restriction applies until it is verified whether the legitimate grounds of the controller override yours.

**f. Right to data portability**

If a data subject requests that we transfer their personal data to another controller, we will transfer the data in an appropriate format to the designated party, unless there are legal or other significant obstacles preventing us from doing so.

**g. Right to object and automated individual decision-making**

The data subject has the right to object at any time to the processing of personal data concerning them, if the processing is carried out on the legal basis of public interest or legitimate interest.

If the controller processes personal data for the purposes of direct marketing, the data subject may object at any time to such processing, including profiling to the extent it is related to such direct marketing.

**h. Processing based on consent (right to withdraw consent)**

If the processing is based on the data subject's consent under Article 6(1)(a) GDPR or Article 9(1)(a) GDPR, the data subject has the right to withdraw their consent at any time. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.

**i. Right to file a proposal, suggestion, or complaint with the supervisory authority**

Data subjects may at any time contact the supervisory authority regarding personal data processing matters. The authority is:

**Office for Personal Data Protection of the Slovak Republic**

Námestie 1. mája 18, 811 06 Bratislava, Slovak Republic

Tel.: +421 2 32 31 32 14

Website: [www.uoou.sk](http://www.uoou.sk)

### ❖ Response Time

We will provide a response and, where applicable, information on measures taken as soon as possible, but no later than within one month. If necessary, considering the complexity and number of requests, we may extend this period by two additional months. We will inform the data subject of the extension and the reason for it.

### ❖ Contact Point

Data subjects may exercise their rights by contacting the controller via email at:

**office@eurobridge-talentnetwork.com**

or by post at:

**EuroBridge Talent Network s. r. o., Ružová 112/18, 019 01 Ilava, Slovak Republic**

## 9. PROVISION OF PERSONAL DATA

Providing personal data is in most cases voluntary. In some cases, however, the provision of personal data is necessary for us to fulfill our legal obligations (e.g., keeping records of temporary agency employees). If you wish to enter into a contract with us, the provision of personal data may be necessary for concluding the contract. In such a case, providing the data is a contractual requirement. The data subject is not obliged to provide personal data; it is provided voluntarily. However, refusal to provide data may result in us being unable to provide the requested service.

## 10. AUTOMATED DECISION-MAKING AND PROFILING

The controller does **not** use automated individual decision-making, including profiling.

## 11. PROCESSING FOR A DIFFERENT PURPOSE

We adhere to the principle of purpose limitation, meaning we only process data for a specific, explicit, and legitimate purpose — unless the new purpose is compatible with the original one.

Processing for another purpose may also be based on the data subject's consent, the law of the European Union, or the Slovak Republic.

To assess whether the new purpose is compatible with the original one, we perform a so-called **compatibility test** before processing, considering:

- a. any connection between the purposes for which the personal data were collected and the intended new purposes;
- b. the context in which the data were collected, especially the relationship between the data subject and the controller;
- c. the nature of the personal data, especially if special categories of data (Article 9 GDPR) or data related to criminal convictions and offenses (Article 10 GDPR) are involved;
- d. the possible consequences of the new processing for data subjects;
- e. the existence of suitable safeguards, such as encryption or pseudonymization.

## 12. OVERVIEW OF SELECTED LEGAL REGULATIONS ON DATA PROTECTION

- **Charter of Fundamental Rights of the European Union** (Article 8)
- **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 (General Data Protection Regulation – GDPR)
- **Directive 2002/58/EC** on the processing of personal data and the protection of privacy in the electronic communications sector (Privacy and Electronic Communications Directive – consolidated version)
- **Act No. 452/2021 Coll. on Electronic Communications**, as amended
- **Constitution of the Slovak Republic** (published under No. 460/1992 Coll.)
- **Act No. 18/2018 Coll. on the Protection of Personal Data** and on amendments to certain acts, as amended
- **Decree No. 158/2018 Coll.** of the Office for Personal Data Protection of the Slovak Republic on the procedure for data protection impact assessments

## 13. USE OF COOKIES

The website <https://eurobridge-talentnetwork.com/> uses **cookies** to collect and store information during browsing.

Cookies are used for various purposes, such as:

- remembering user choices made during website browsing,
- tracking user activity on the website,
- remembering information previously entered into forms.

Their use can be disabled in most internet browsers.

Under GDPR (Recital 30), cookies are considered **online identifiers** and, when combined with unique identifiers and other server-derived information, can be used to **profile and identify individuals**. Thus, cookies are regarded as **personal data**.

The controller may only use cookies with the user's **consent**, which can be **withdrawn at any time**.

Each user can give or withhold consent using the **cookie consent banner/tool** displayed on the website. If no consent is given, cookies will not be activated.

### We use the following cookies:

#### Strictly necessary cookies

Cookie Key	Domain	Path	Type	Expiration	Description
GRECAPTCHA	<a href="https://www.google.com">www.google.com</a>	/recaptcha	Third-party	6 months	Set by Google reCAPTCHA for risk analysis

#### Functional cookies

Cookie Key	Domain	Path	Type	Expiration	Description
pll_language	eurobridge-talentnetwork.com	/	First-party	1 year	Stores language preferences

- **Necessary cookies:** Ensure website usability and enable core functions such as page navigation and secure area access. The website cannot function properly without them.
- **Functional cookies:** Ensure that certain website features work properly, such as remembering selected language.

## 14. CHANGES TO PERSONAL DATA PROCESSING RULES

We reserve the right to amend this privacy policy — especially to reflect changes in legislation or the purposes and means of processing. If any changes significantly affect data subjects' rights, we will notify them in a timely and appropriate manner.

This document is regularly updated.

**Last update: 01.04.2025**