

Privacy Policy in force at the EHRAB-Group

Introduction

1. This Policy sets out the principles, scope and method of collection, processing and use of personal information concerning the persons electronically applying for the various positions mentioned on the www.ehrab.com website through the MILLNET software, hereinafter referred to as Users.
2. The purpose of this policy is to ensure a uniform and high level of protection of the Users' personal data.

General provisions

1. Users' data are processed by different entities within the EHRAB Group the main processing are taking place at EHRAB sp. z o.o. with its seat in Kraków, 31-403 Krakow, Kamienna 21 Street, entered into the register of entrepreneurs of the National Court Register kept by the District Court for Kraków-Śródmieście in Kraków, XI Commercial Division of the National Court Register, under the National Court Register number 0000614668, Tax ID number: 6762506391.
2. With regard to the Users' personal data the company EHRAB sp. z o.o acts as the controller (administrator) of the personal data within the meaning of Article 7 section 4 of the Personal Data Protection Act of 29 August 1997 (consolidated text: Journal of Laws of 2002, No. 101, item 926, as amended).

Security of personal data processing

1. The collection of personal data constitutes a separate database, stored on a server in a special security zone, ensuring an adequate level of protection. The area of data processing in EHRAB includes the web portal available at the addresses www.ehrab.com and www.ehrab.milltime.se, as well as their subdomains, whereby the portal www.ehrab.milltime.se is located on the servers of MILLNET AB Teknikringen 10, 583 30 Linköping, Sweden.
2. EHRAB sp. z o.o. carries out ongoing control of the collection, storage and processing of personal data and other information, including physical security measures in order to prevent unauthorized access to the system.
3. Only authorized persons, designated for the activities related to the administration of the database are granted full access to the database. These individuals are obliged to maintain strict confidentiality, and in the event they fail to comply with these obligations they may suffer consequences, which include the termination of employment.

Scope of the collected personal data

EHRAB sp. z o.o. collects the following types of personal data:

1. Data provided by the User, entered during registration to the "Application and Registration Form" and all the data sent by the User in the attachment (included in the CV, the cover letter, etc.).

The purpose of collection and processing of personal data

1. EHRAB sp. z o.o. collects and processes data exclusively for the purpose of the recruitment process.

Changes in personal data - the rights of data subjects

The provision of personal data is always voluntary. Each User who filled out the Application and Registration Form or shared their personal data without the use of the Registration Form has the following rights:

- a. The right to obtain information and to submit queries and complaints,
- b. The right to lodge an objection, and to request the erasure or blocking of data
- c. The right to modify and rectify the data.

Re: a) the right to obtain information and to submit queries and complaints.

At any time each user has the right to request information on: the registered personal data relating to them, the source of the data, the purpose of data processing, the recipients of the data and other entities with whom the data are shared. The User also has the right to file a complaint and to demand clarifications, if they claim that their rights have been violated through the processing of personal data that is not in accordance with the law or the purpose of processing. The answer will be prepared in a simple and understandable form, within a

period of no more than 14 days and will be communicated to the User in writing or by electronic means.

Re: b) the right to lodge an objection, and to request the erasure or blocking of data.

A User who is the data subject can object to the use of their data or demand their erasure. Such a request shall be deemed binding and consistent with the law, if there is no legal basis for the further use of the User's data. If a User has the right to erase their personal data, but it is not possible for the data to be erased (or their erasure is impossible without the application of extraordinary measures), the personal data will be blocked and protected against use.

Data which are saved automatically cannot be changed or deleted.

Re: c) the right to modify and rectify the data.

If the data concerning a given User are incomplete or inaccurate, the User is entitled to request the rectification of their personal data.

A User who created a User Account and uses the service after logging in to the system can introduce changes in the data on their own, also including the personal data provided for the purposes or creation and operation of the Account.

Sharing of personal data

1. EHRAB sp. z o.o. is a part of a group of companies operating in the territories of other EU countries. In connection with that, EHRAB sp. z o.o. shares the data of Users - in compliance with the relevant agreements - with other entities including:
 - a) EHRAB Holding AB
 - b) EHRAB A/S
 - c) EHRAB ApS
 - d) European Human Resources AB
 - e) EHRAB Byggservice AB

The use of "cookies"

1. "Cookies" are small text files saved by the web browser on the user's computer when they browse a website.
2. EHRAB sp. z o.o. uses "cookie" files in order to:
 - a. adapt the content of the www.randstad.pl website to the user's preferences and to optimize the use of the websites,
 - b. maintain the User's session (after logging in), thanks to which the User doesn't have to retype their login and password on each sub-page,
 - c. promote and enforce the use of security measures.
3. EHRAB sp. z o.o. uses the following types of "cookie" files:
 - a. essential „cookie" files, i.e. ones that enable the process of on-line application,
 - b. "cookie" files used to ensure security,
 - c. "cookie" files enabling the collection of information about the use of the service's websites;
 - d. "cookie" files allowing the website to remember user-selected settings and enabling the personalization of the user interface.

4. The available web browsers usually allow for the storage of cookies on the User's end device by default. The Users may change the settings related to "cookie" files at any time. These settings may be modified in the settings of the web browser, in particular in order to block the automatic storage of cookies, or to ensure that the User is informed each time when they are stored on their device. The detailed information on the possibilities and the methods of handling "cookies" are available in the settings of the web browser. Failure to change the settings regarding "cookies" means that they will be placed on the user's end device, and therefore EHRAB sp. z o.o. will be able to store information on the user's end device and to access this information.

Changes in the privacy policy

EHRAB sp. z o.o. reserves the right to change this Privacy Policy by publishing a new privacy policy on the www.ehrab.com website. Rights of Users under this Privacy Policy will not be limited without the consent of the User. EHRAB sp. z o.o. will store the previous versions of the Privacy Policy in an archive, in order to enable the Users to access them.