

- The controller of personal data is Iglotex – Centrum Partnerstwa Biznesowego sp. z o.o. with its registered office in Skórcz (83-220), ul. Leśna 2 (hereinafter referred to as the "Administrator").
- The Controller has appointed a data protection officer. The appointed data protection officer can be contacted at the above-mentioned address of the company's registered office or at the e-mail address rodo@iglotex.com.pl.
- If the basis for data processing is consent, the data subject may withdraw their consent at any time, without affecting the lawfulness of the processing that took place before its withdrawal.
- Data subjects have the right to access and rectify their personal data. In addition, in cases provided for by law, they also have the right to erasure, restriction of processing, data portability and objection.
- Data subjects have the right to lodge a complaint with the President of the Personal Data Protection Office.
- Providing data is necessary to conclude an employment contract as well as other civil law contracts or to exercise additional rights. Where consent is the basis for processing, the provision of data is entirely voluntary.
- The controller does not make any decisions based on automated data processing, including profiling, in relation to data subjects in the scope of the activities described below.
- Data may be transferred to third countries in connection with the use of IT systems provided by entities based in third countries, most often the USA. If transfer takes place, it is based on standard clauses. Transfer takes place only with appropriate safeguards. More information in this regard can be obtained at rodo@iglotex.com.pl
- Personal data may be transferred to external companies supporting the Administrator in the course of its activities, in particular: banks, courier and transport companies, external entities providing support in the field of IT, health and safety, personal data protection, legal protection, manufacturers, support in the field of video surveillance and location monitoring (GPS in company vehicles), providing benefits for employees and associates, entities involved in organising business trips, tax offices, companies conducting internal controls/audits on behalf of the Administrator, the National Health Fund, the Social Insurance Institution, marketing agencies, and the police and other authorities on the basis of applicable law. Other companies from the Iglotex Capital Group may also be recipients of the data.
- The Iglotex Capital Group, i.e. the Iglotex capital group, includes: Iglotex – Centrum Partnerstwa Biznesowego sp. z o.o. with its registered office in Skórcz (83-220), ul. Leśna 2; Iglotex S.A. ul. Leśna 2, 83-220 Skórcz; Iglotex Dystrybucja Polska sp. z o.o. ul. Polska 20, 81-339 Gdynia; Przedsiębiorstwo Przemysłu Chłodniczego FRITAR S.A. ul. Sadowa 29, 33-102 Tarnów; Przedsiębiorstwo Przemysłu Spożywczego „LEWIL IGLOKRAK” sp. z o.o. ul. Sadowa 29, 33-102 Tarnów; Igloport sp. z o.o. ul. Polska 20, 81-339 Gdynia; Horeca GGZ sp. z o.o. ulica Powstańców Warszawy 27/19, 83-000 Pruszcz Gdański.
- In the case of processing data about family members of an employee/associate and representatives of a contractor, the source of this data is, respectively, the employee, associate or contractor providing the data to the controller. The categories of data provided depend on the purpose of processing and are limited only to the necessary scope, which is indicated separately for each processing activity performed.

Purpose of processing	Legal basis from the General Data Protection Regulation, hereinafter referred to as "GDPR".	Processing time
The processing of personal data of customers and contractors, their representatives and contractors, and persons dedicated to the performance of the contract, within the framework of the performance of contracts with customers and contractors.	<ul style="list-style-type: none"> Art. 6(1)(b) of the GDPR; Art. 6(1)(f) of the GDPR with regard to the processing of data of persons dedicated to the performance of the contract, where the legitimate interest of the Controller is the obligation to perform the contract 	<ul style="list-style-type: none"> Contracts and other documents forming the basis of cooperation or evidencing its course will be processed for the duration of the cooperation and, after its termination, for the duration of possible claims. Requests for proposals, if the proposal is accepted, for the duration of the contract, and if rejected, until the end of the tender process.
Accounting and financial reporting.	<ul style="list-style-type: none"> Article 6(1)(c) of the GDPR in relation to the fulfilment of legal obligations incumbent on the controller in respect of accounting, including the archiving of accounting records. Article 6(1)(f) of the GDPR, where the legitimate interest is to keep accounting records, registers or audits in order to assess the financial standing of the company. 	<ul style="list-style-type: none"> Settlement documents related to the transaction, including agreements related to its execution, will be stored for 5 years from the end of the calendar year in which the tax payment deadline expired (Article 86 of the Act of 29 August 1997 Tax Ordinance [i.e. Journal of Laws of 2017, item 201, as amended]); Other accounting documents regulated by the provisions of the Tax Ordinance Act or the Accounting Act – for the periods specified therein; In the case of documents from which rights arise, for the duration of those rights
Processing of personal data during recruitment.	<ul style="list-style-type: none"> Article 6(1)(c) of the GDPR, to the extent that the provision of data is required by labour law, in particular the Labour Code and laws regulating the employment of foreigners; Article 6(1)(a) of the GDPR, to the extent that the candidate consents to the processing of their data in further recruitment processes; Article 6(1)(a) of the GDPR with regard to data that the employer does not require during recruitment, but which is voluntarily provided by the candidate in the application documents, including the CV; Art. 9(2)(b) of the GDPR with regard to mandatory preliminary examinations; Art. 9(2)(a) of the GDPR, i.e. the job candidate's consent, with regard to additional information constituting special category data, which the candidate voluntarily provides to the potential employer of their own accord; Art. 6(1)(f) of the GDPR – i.e. the legitimate interest of the Controller – consisting in the storage of data of certain candidates for the trial period of the candidate selected for a given position, i.e. up to 3 months, during which the Controller has the opportunity to select another candidate if the same position needs to be filled again. 	<ul style="list-style-type: none"> In the case of ongoing recruitment processes, the data will be stored for the duration of the process, and after their completion, the data of selected candidates will be stored for a further period of 3 months, during which the Controller has the option of selecting another candidate if the same position needs to be filled again, unless the candidate withdraws their consent or objects. If consent is given to participate in future recruitment processes, the data will be processed until the candidate withdraws their consent, but for no longer than 24 months. Before the expiry of 24 months, the candidate will be asked if they wish to remain in the Administrator's database. If the candidate expresses their willingness to leave their data in the Administrator's resources, the data will be stored for a period voluntarily specified by the candidate.
Processing of employees' personal data.	<ul style="list-style-type: none"> Art. 6(1)(b) of the GDPR; Art. 6(1)(a) of the GDPR to the extent that the Administrator receives data exceeding the scope of Art. 221 of the Labour Code voluntarily from the employee; Article 6(1)(c) of the GDPR (with regard to obligations towards the Social Insurance Institution (ZUS), Tax Office (US), National Health Fund (NFZ), Occupational Health and Safety (BHP), as well as obligations arising from regulations concerning the employment of foreigners and the archiving of personal files); Art. 6(1)(c) of the GDPR with regard to obligations towards the Social Insurance Institution (ZUS) concerning the registration of employees' family members for insurance purposes; 	<ul style="list-style-type: none"> The data will be processed for the duration of the contract, and after its termination, cancellation or expiry, for the period specified in the regulations and necessary for the archiving of personal files, i.e. 10 years, and in cases specified by law, for up to 50 years. With regard to video surveillance, the data retention period is 3 months, and in cases where

	<ul style="list-style-type: none"> • Article 9(2)(b) of the GDPR with regard to examinations necessary to be carried out within the framework of the employment relationship, certificates of disability in cases where the employee has a disability certificate; • Article 9(2)(a) of the GDPR, i.e. the employee's consent to additional information constituting special category data, which the employee voluntarily provides to the employer of their own accord; • Article 6(1)(f) of the GDPR, i.e. the legitimate interest of the Controller - consisting in ensuring the safety of persons on the Controller's premises, ensuring the safety of property, production control, as well as keeping confidential information whose disclosure could expose the employer to damage (video surveillance); • Art. 6(1)(f) of the GDPR, i.e. the legitimate interest of the Controller – consisting in ensuring the organisation of work enabling the full use of working time and the proper use of work tools made available to the employee (GPS car location); • Consent of the employee or a member of the employee's family to disclose data to an entity providing benefit services, i.e. Article 6(1)(a) of the GDPR. 	<p>the data recording is or may be related to pending proceedings until the proceedings are legally concluded.</p> <ul style="list-style-type: none"> • In the case of data processed on the basis of consent – until the consent is withdrawn or the cooperation is terminated. • GPS location for a period not exceeding 2 years (6 months of current access, after 6 months to two years access upon special request from archival resources) from the date of collection. • Until the end of the cooperation between the employee and the additional service provider or until the employee withdraws their consent to transfer data to the Benefit service provider.
<p>Data processing under cooperation agreements as the basis for employment (contract, specific task, cooperation, internship, work experience)</p>	<ul style="list-style-type: none"> • Art. 6(1)(b) of the GDPR; • Art. 6(1)(c) of the GDPR (in relation to obligations towards the Tax Office, National Health Fund, Social Insurance Institution); • Art. 6(1)(c) of the GDPR with regard to obligations towards the Social Insurance Institution (ZUS) concerning the registration of family members of the employee for insurance; • Art. 9(2)(a) of the GDPR, i.e. the employee's consent to additional information constituting special category data, which the employee voluntarily provides to the Controller of their own free will; • Article 6(1)(f) of the GDPR, i.e. the legitimate interest of the Controller - consisting in ensuring the safety of persons on the Controller's premises, ensuring the safety of property, production control, as well as keeping confidential information whose disclosure could expose the Controller to damage (video surveillance); • Art. 6(1)(f) of the GDPR, i.e. the legitimate interest of the Controller – consisting in ensuring the organisation of work enabling the full use of working time and the proper use of work tools made available to the employee (GPS vehicle location); • Consent of the employee or a member of the employee's family to disclose data to an entity providing benefit services, i.e. Article 6(1)(a) of the GDPR. 	<ul style="list-style-type: none"> • The data will be processed for the duration of the contract and, after its termination, cancellation or expiry, for the period specified in the regulations and necessary to pursue claims under the contract. • With regard to video surveillance, the data retention period is 3 months, and in the case of a recording that is or may be related to ongoing proceedings, until the proceedings are legally concluded. • In the case of data processed on the basis of consent, until the consent is withdrawn or the cooperation is terminated. • GPS location for a period not exceeding 2 years (6 months of current access, after 6 months to 2 years of access upon special request from archival resources) from the date of collection. • Until the end of cooperation between the employee and the additional service provider or until the employee withdraws their consent to transfer data to a Benefit service provider.
<p>Processing of personal data as part of video surveillance</p>	<ul style="list-style-type: none"> • Art. 6(1)(f) of the GDPR, where the legitimate interest is to ensure the safety of persons on the Administrator's premises, to ensure the safety of property, to control production, and to keep confidential information whose disclosure could expose the Administrator to harm. 	<ul style="list-style-type: none"> • The data retention period is 3 months, and in the case of a recording that is or may be related to ongoing proceedings, until the proceedings are legally concluded.