

## GRISSP – Terms and conditions of the website

(<https://www.grissp.com/>)

1. Company GRISSP, J.S.A., established: Kalinčiakova 871/6, 093 01 Vranov and Topľou, ICO: 50 848 143 as operator (hereinafter referred to as "the operator") guarantees the security and protection of personal data entrusted in full compliance with Regulation (EC) No (EU) 2016/679 on the protection of individuals with regard to the processing of personal data and on the free movement of such data ("GDPR") and with Law no 18/2018 Coll. on the protection of personal data and amending certain laws as amended.

**The COOKIES.** When using Web pages grissp.com, you may be able to store cookies (small files that keep track of the user's activity on the website) on an electronic device through which the user accesses those sites. The conditions for storing and processing cookies are as follows:

- The user is always able to express their consent or refuse to save cookies by setting their Web browser – by enabling or disabling cookies.
- In the case of authorisation (cookies), the user may be stored on the electronic device:
  1. Temporary cookies that are automatically erased when you disable the user's Internet browser
  2. Long-term cookies that remain in the user's Web browser after the device is turned off by which the user accesses the website grissp.com (these cookies may be erased by the user at any time and after a few weeks and/or months will be erased automatically).
- By its consent, the user also permits the operator to use the cookies for their own registration or statistical purposes, and for the purpose of targeted advertising of partners with which specific agreements on the display of advertising on the website have been concluded. The user's consent lasts for the duration of its Internet browser settings. By

changing the settings of the Internet browser user or banning the use of cookies, the consent of the user ceases.

- The operator is not responsible for the storage of cookies on third party websites or the use of cookies stored on the user's end device by third parties.
- In the event of denial of consent (rejection of cookies in a Web browser), the operator cannot guarantee the full functionality of the website grissp.com, in particular, does not warrant the possibility of signing up for a member

3. **WEBSITE SECURITY**.The website Grissp.com uses, for any user connection and transmission of any data, an ENCRYPTED SSL connection which makes it impossible for third parties to access data transmitted during their transmission on the internet and the alteration of such data by third Persons. The operator's databases containing personal data are protected by encryption and non-public access data in accordance with state-of-the-art technical standards.

4. **CONTACTING THE USER upon REQUEST**.When you visit and further use the website grissp.com, The user may contact the operator and provide it with his/her personal information for the purposes of the reverse contact.

- The provision of personal data is voluntary. In this case, the legal basis for processing the data provided by the user is the legitimate interest of the operator to contact the user and to provide any answers or advice.

- The personal data that the user can provide to the operator are:
  1. Name and surname [Essential]
  2. e-mail address [Required]
  3. Phone number [Required]
  4. Company (Workplace/employer) of the user.
  
- The PURPOSE. The purpose of processing the user's personal data is to contact the user.
- DURATION of PROCESSING. Personal data will only be processed for the necessary time during communication with the user.
- The ACCURACY. By voluntarily providing personal information, the user declares that the information provided is correct, true and up to date.
  
- 5. **PERFORMANCE OF THE CONTRACT**. For the preparation, conclusion and performance of the contract, we use your personal information for the period necessary to equip the order. Upon expiry of this period, we keep the data on the basis of legitimate interest in order to protect legal claims and internal registration and control, for the duration of the limitation period (3 years) and one year after its expiry with regard to the claims applied at the end of the limitation Time. In case of initiation of judicial, administrative or other proceedings, we process your personal information to the extent necessary for the duration of such proceedings and the remainder of the limitation period after termination. The legitimate interests of such processing are the protection of legal claims and the control of the proper provision of services. For the purpose of fulfilling legal obligations, personal data the company processes for 10 years. Personal data processed for the purpose of performance of the contract shall be processed to the extent that the operator has been provided for the

purpose of performing the contract (i.e. in particular, the name, surname, permanent address, date of birth).

6. **AUDIO and AUDIOVISUAL RECORDINGS**. In order to publish audio recordings, audiovisual recordings and video recordings from our trainings we process personal data in the range of recorded voice and your form only with your consent. Such consent is requested by you separately when you sign up for training, or before you start training, and we keep such personal data for a period of 3 years, or shorter if you revoke that consent during the three years, or modify the Some of your rights listed below. The purpose of such processing is the presentation and marketing of our company.
  
7. **JOBSEEKERS in OUR SOCIETY**. Through our website you have the opportunity to send us your CV (CV) on the basis of which you can be selected and employed in our company. We also need your consent to be able to process your personal information contained in your CV. Without granting such consent, unfortunately, we will not be able to view your CV, on the basis of your request for work in our company, or we will not know. In connection with your CV, we process personal data within the range of the data you have given in this CV, in particular: name, surname, telephone and e-mail address. We store personal data for the purpose of evaluating CVS for 1 year
  
8. **The NEWSLETTER**. User – The person concerned, when visiting and continuing to use the website grissp.com, may provide the operator with his/her personal data for the purpose of sending messages containing direct marketing content – a newsletter. The provision of personal data to a user may occur when a voluntary registration is made for the newsletter with the help of such an e-mail address from which his identity can be determined, or by voluntarily filling in the contact form associated with the selected content Website. The

operator may also send the User a newsletter on the basis of his or her legitimate interest in fulfilling the conditions set out below.

- The provision of personal data by consent is voluntary. A prerequisite for the processing of personal data for the purpose of sending a newsletter to a user who is not a customer of the controller is the consent of the user to the processing of personal data to the extent necessary and Marketing messages, this consent is the only legal basis for the processing of the data provided by such users (e-mail address).
- In the event that the person concerned is a customer of the operator, we will send direct marketing messages relating to services that are similar to those already ordered by us, with the legal basis for such processing of personal data Existing customers is our legitimate interest as we reasonably assume that our offerings for these customers are interesting. The customer is, of course, free to reject such messages at any time, either by means of the reference provided in the report or by contacting the operator via e-mail [info@grissp.com](mailto:info@grissp.com) or by telephone + 421 911 565689.
- DURATION of CONSENT. The consent of the user according to the above shall enter into force at the moment of voluntary consent by ticking the relevant box in the online form and lasts for two years or until the consent of the user. The operator shall have the right to process the data provided for the duration of the consent.
- DURATION of the LEGITIMATE INTEREST. The processing of personal data for marketing purposes, the legal basis of which is the legitimate interest of the operator, lasts for a period of two years from the date of performance of the last order by the customer or the time of refusal to transmit such reports, or the time of the processing of personal data for that purpose.
- The PURPOSE. The purpose of processing the user's personal data is to allow the subscription of the requested newsletter (factsheet) or to send a newsletter with offers of similar goods and services to those already ordered by us, by sending such a newsletter Contact addresses provided by the user, in particular in electronic form.

- SCOPE OF PERSONAL DATA. In the event that we process your personal data for the purpose of sending newsletters, we process the following: First name, surname and e-mail address.
- The ACCURACY. The user must report to the operator any change to their personal data provided. The operator may request the user to check or update the personal data provided to him in order to ensure their correctness.
- DATA TRANSFER and AUTOMATED DECISION-MAKING. The personal data of the user will not be disclosed or disclosed to third parties, they will not be transferred to countries outside the European Union, nor will the operator be in an automated way to take decisions relevant to the user. In connection with the newsletter, your personal data may be transferred to a non-EU country, namely the United States of America (USA). Where personal data are made available to persons outside the EU, the operator shall ensure that the beneficiaries are certified "Privacy Shield" certificate.

9. **Information on the RIGHTS of the PERSON CONCERNED.** If you have provided us with your personal information, you are in a position called the person concerned. As a person concerned, you may, in particular, apply the following rights to our company:

- Right of access to their data. At the request of the person concerned, the company shall issue a confirmation as to whether the personal data of the person concerned is processed. If the company processes this data, it shall issue a copy of such personal data to the data subject upon request. Together with the above, information shall also be provided to the person concerned, in particular on the purpose of the processing, the category of personal data processed, the identification of the consignee or the category of recipients to whom the personal data were provided, the period of storage of personal Data, information on the source from which it was obtained and information on the existences of automated individual decision-making, including profiling.

The first copy under the previous sentence is free of charge. For any additional copies which the person concerned requests, the company will charge a fee corresponding to the administrative costs incurred in connection with the issuing of the copy. Where a person requests information in the form of electronic means, it shall be provided in a commonly used electronic form, in the form of an e-mail, unless it requests a different method.

- The right to rectify personal data, unless the person concerned records the company's incorrect personal data. At the same time, the person concerned has the right to supplement The incomplete personal data. The company shall perform the rectification or addition of personal data without undue delay after the person concerned so requests.
  
- The right to delete personal data relating to the person concerned, provided that:
  1. Personal data are no longer necessary for the purposes for which they are acquired or otherwise processed;
  2. The person concerned shall revoke the consent under which processing is carried out,
  3. Person concerned objects to the processing of personal data pursuant to paragraph 6
  4. Personal data has been processed illegally,
  5. Is the reason for the deletion of compliance with the obligation under the law, special regulation or international treaty by which the Slovak Republic is bound, or
  6. Personal data was obtained in connection with the supply of information society services to a person under the age of 16.

The person concerned shall not be entitled to the erasure of personal data, provided that their processing is necessary:

1. For the exercise of the right to freedom of expression and information;
2. To fulfil the obligation under the law, special regulation or international treaty by which the Slovak Republic is bound or to fulfil a task carried out in the public interest or in the exercise of public authority entrusted to the company,
3. Reasons of public interest in the field of public health,
4. For the purposes of archiving in the public interest, for the purposes of scientific or historical research or for statistical purposes, where it is probable that the right of invalidity is prevented or severely impedes the attainment of the objectives of such processing, or
5. To demonstrate, enforce or defend legal claims.

The company shall carry out the deletion of the personal data of the persons concerned upon request, without undue delay, after evaluating that the person's request is unfounded.

The person concerned shall have the right to restrict the processing of personal data unless:

1. The accuracy of personal data by an objection under paragraph 6, during the period permitting the company to verify the correctness of the personal data;
2. Processing is unlawful and the person concerned requests the restriction of their use instead of the deletion of personal data;
3. The company no longer needs personal data for the purposes of processing, but needs the person concerned to demonstrate, enforce or defend legal claims;

4. The person concerned objected to the processing of personal data on the basis of the company's legitimate claim, pending verification that the legitimate reasons on the part of the company outweigh the legitimate reasons for the data subject.

If the person concerned requests a restriction on the processing of its personal data, the company shall not, without the consent of the data subject, carry out any processing operations, except for the storage or use of them for the exercise of legal claims.

Where the limitation of the processing of personal data is to be revoked, the company shall inform the person concerned in advance.

- The person concerned has the right to data portability, which means obtaining the personal data provided by the company, with the right to transfer such data to another operator in a commonly used and machine-readable format, provided that personal data have been obtained by the consent of the person concerned or under the contract and their processing takes the form of automated means.
- The person concerned shall have the right to **object** at any time to the processing of his personal data on grounds relating to its particular situation. The person concerned may object to the processing of his personal data on the basis of:
  1. The legal title of the performance of tasks carried out in the public interest or in the exercise of public authority or of the legal title of the Company's legitimate interest,
  2. Processing of personal data for Direct marketing purposes,

3. Processing for purposes of scientific or historical research or statistical purposes.

Where the person concerned objects to the processing of personal data for direct marketing purposes as referred to in point (b) of this paragraph, its personal data the company cannot further process it.

The Company shall consider the objection to be delivered within a reasonable time. The company may not further process personal data unless it proves the necessary legitimate interests for the processing of personal data which prevail over the rights or interests of the person concerned or the reasons for claiming a legal claim.

The person concerned has the right of the company to object at any time to the company's decision which has legal effects relating to the person concerned or significantly affects it if such a decision is issued solely on the basis of acts of automated processing of its Personal data. The person concerned has the right to request the company to review a given decision by a method different from the automated form of processing, while the company is obliged to comply with the data subject's request, in an unautomated manner, installation the decision to verify Person in person. The buyer does not have this right only if the automated decision is necessary for the purpose of concluding the contract or the performance of a contract between the company and the person concerned, if this decision is made under a specific regulation or an international contract, which the Slovak Republic is bound for and where appropriate measures are also laid down to guarantee the protection of the rights and legitimate interests of the data subject, or if the person concerned makes express consent to the automated decision.

- Right of access to their data. At the request of the person concerned, the operator shall issue a confirmation as to whether the personal data of the person concerned is processed. Where the controller processes such data, it shall issue a copy of such personal data to the person concerned upon request. Together with the above, information shall also be provided to the person concerned, in particular on the purpose of the processing, the category of personal data processed, the identification of the consignee or the category of recipients to whom the personal data were provided, the period of storage of personal Data, information on the source from which it was obtained and information on the existences of automated individual decision-making, including profiling.

The first copy under the previous sentence is free of charge. For any additional copies which the person concerned requests, the operator shall charge a fee corresponding to the administrative costs incurred by him in connection with the issuing of the copy. Where a person requests information in the form of electronic means, it shall be provided in a commonly used electronic form, in the form of an e-mail, unless it requests a different method.

- The right to rectify personal data in so far as the data subject is registered by the operator of incorrect personal data. At the same time, the person concerned has the right to supplement the incomplete personal data. The operator shall perform the rectification or the addition of personal data without undue delay after the person concerned so requests.
- The right to delete personal data relating to the person concerned, provided that:

1. Personal data are no longer necessary for the purposes for which they are acquired or otherwise processed;
2. The person concerned shall revoke the consent under which processing is carried out,
3. The person concerned objects to the processing of personal data;
4. Personal data has been processed illegally,
5. Is the reason for the deletion of compliance with the obligation under the law, special regulation or international treaty by which the Slovak Republic is bound, or
6. Personal data was obtained in connection with the supply of information society services to a person under the age of 16.

The person concerned shall not be entitled to the erasure of personal data, provided that their processing is necessary:

1. For the exercise of the right to freedom of expression and information;
2. To fulfil the obligation under the law, special regulation or international treaty by which the Slovak Republic is bound or to fulfil a task carried out in the public interest or in the exercise of public authority entrusted to the operator,
3. Reasons of public interest in the field of public health,
4. For the purposes of archiving in the public interest, for the purposes of scientific or historical research or for statistical purposes, where it is probable that the right of invalidity is prevented or severely impedes the attainment of the objectives of such processing, or
5. To demonstrate, enforce or defend legal claims.

The operator shall carry out the erasure of personal data of the persons concerned on request, without undue delay, after evaluating that the person's request is unfounded.

- The person concerned shall have the right to restrict the processing of personal data unless:
  1. The correctness of the personal data of the objection during the period allowing the operator to verify the correctness of the personal data;
  2. Processing is unlawful and the person concerned requests the restriction of their use instead of the deletion of personal data;
  3. The controller no longer needs personal data for the purposes of processing, but needs the person concerned to demonstrate, enforce or defend legal claims;
  4. The person concerned objected to the processing of personal data on the basis of the operator's legitimate entitlement, pending verification that the legitimate reasons on the part of the operator outweigh the legitimate reasons for the data subject.

Where the person concerned requests a restriction on the processing of its personal data, the operator shall not, without the consent of the data subject, carry out any processing operations, except for the storage or use of them, for the application of legal claims.

Where the limitation of the processing of personal data is to be revoked, the operator shall inform the person concerned in advance.

- The person concerned has the right to data portability, which means obtaining the personal data provided by the Controller, with the right to transfer such data to another operator in a normally user and machine-readable format Provided that personal data have been

obtained by the consent of the data subject or under the contract and their processing takes the form of automated means.

- Right at any time to revoke its consent to the processing of personal data. Where the person concerned has less than 16 years of age, such processing of personal data shall be lawful only on condition and to the extent that such consent has been provided or approved by its legal representative.
- The person concerned has the right to bring proceedings to the office for the protection of personal data of the Slovak Republic, if it considers that its rights in the field of personal data protection have been infringed.

Third parties may have access to the personal data you have provided in addition to the operator. Third parties may be understood by providers of accounting services, IT service providers, service providers associated with the sending of newsletters, to companies providing cookies, as well as those entrusted to the processing operator Personal data for the purpose of providing services linked to marketing.