

## **Privacy Policy – How do we process your personal data**

Since you can provide us with your personal data by applying for participation or by participating in the event organised by GlobalLogic Croatia d.o.o., Zagreb (hereinafter: “**GlobalLogic**”, “**we**”, or “**us**”) (hereinafter: Event), below you can find information how we process them (in accordance with the GDPR i.e. 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).

In case of any questions or comments, please do not hesitate to contact us through [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).

### **I. What personal data do we collect and what is the purpose and legal basis of processing?**

We can process your personal data, such as your name and email in order to organise the Event and enable you to take part in it (in particular in order to verify identity of persons entering the Event’s venue – in case of an on-site Event). We can also process such data for GlobalLogic’s marketing purposes such as inviting you to participate in other events organised by GlobalLogic or informing about recruitments conducted by us (also by e-mail, but only upon your prior consent). The scope of personal data we process includes information which you provide in your application (if you provide us with such application).

Your submission of personal data is voluntary, however in case you do not provide certain information (for example, data within fields which are marked as “required” in the Event registration form) it is impossible for you to participate in the Event (unless the Event is open to the public). Failure to provide your e-mail address prevents us from sending marketing messages to you, if you consent to receive such messages.

The Event can be recorded in video recordings or photographs, therefore your image may be recorded and used to inform about the course of the Event and for promotional purposes of GlobalLogic.

The use and dissemination of your image can consist, in particular, of its publication in the original form or in processed form (i.e. edited) on the website of GlobalLogic, entities from the capital group to which GlobalLogic belongs, and also in social media e.g. on Facebook, YouTube, Vimeo, LinkedIn, etc., in a way allowing it to be seen by a group of people not specified in advance.

The legal basis of processing your data is the conclusion and execution of the agreement (enabling you to register for and participate in the Event) (Article 6 (1) letter b) of the GDPR); with regard to informing about the course of the Event and marketing/promotion of GlobalLogic or to the defence against any possible claims – our legitimate interest (Article 6 (1) letter f) of the GDPR); and with regard to receiving GlobalLogic’s marketing and recruitment communications – your consent (Article 6(1) letter a) of the GDPR).

### **II. Duration of retention of your personal data**

Your personal data will be processed for the period necessary for proper performance, hosting and organization of the Event. Thereafter, your personal data may be processed for marketing purposes (e.g. inviting you to other events organised by GlobalLogic) until you resign from (i.e. object to) processing of your data for this purpose, including receiving further invitations.

Personal data processed on the basis of your consent in accordance with Article 6(1) letter a) of the GDPR will be retained until you withdraw your consent or until you object to receiving marketing communications, but in any case no longer than necessary for the purpose for which such data was obtained.

Your image, in case of its possible recording in connection with your participation in the Event, may be available in the mediums such as the internet for indefinite period of time.

The personal data retention period may be extended as appropriate in the event of any claims and court proceedings or if the law will oblige us to process personal data for a longer period.

### **III. Who has access to your personal data?**

Your personal data will only be accessed by duly authorized employees or associates of GlobalLogic, advisers or auditors – to the extent necessary to perform their duties. Your data may be transferred, for example, to providers of hosting services or ICT services, other entities that provide to us technical or organizational assistance in organizing the Event, including communication with entrants or collecting/ distribution of invitations, newsletter, etc., including also companies from the GlobalLogic group. Your data may also be transferred to our Partner – [name, address, company or tax ID of GL' partner accessing participants' personal data – if applicable].

In case your image is recorded and published in public media in connection with your participation in the Event, the group of recipients of your image is unlimited.

We are a global company, which means that some companies from the GlobalLogic group are located outside the European Economic Area (EEA). In each case of data transmission outside the EEA, GlobalLogic applies all required safeguards in accordance with Article 46 of the GDPR, including standard data protection clauses adopted pursuant to decisions of the European Commission. You can obtain a copy of the security measures we apply for the transfer of personal data to third countries by contacting us at [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).

We may also be required – if there is a legal basis to do so – to provide certain information to public authorities, for the purposes of any proceedings conducted by them.

#### **IV. Information about the data controller**

GlobalLogic Croatia d.o.o., with its seat in Zagreb, Croatia, at Ulica grada Vukovara 284, entered in the court registry of the Commercial Court in Zagreb under registry number (MBS): 080723939, personal identification number (PIN): 884037363; e-mail contact address: [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).

#### **V. Your rights related to the processing of your personal data**

Access to your personal data – you may ask us to provide detailed information, which of your personal data we process.

Data rectification – you have the right to demand the rectification of your personal data, which are or will become inaccurate or incomplete.

Consent withdrawal – you may withdraw your consent to the processing of your data at any time and it will not affect the lawfulness of processing based on consent before its withdrawal.

Data erasure – in certain situations, if you want the data to be erased, GDPR gives you the “right to be forgotten”.

Restriction of processing – in certain situation, you can demand that we limit our processing activities, in principle – only to storing information about you.

Data portability – you have the right to receive your personal data in a commonly-used format that can be read by a computer, and also to have your personal data sent to another data controller.

Objection – in certain situations you have the right to object against the processing of your data, for example, for reasons related to your particular situation you may object to the operations performed by us when we base our processing on our legitimate interests.

When despite your objection we find that there are compelling legitimate grounds for the processing which override your interests, rights and freedoms, or basis for the establishment, exercise or defence of legal claims, we will continue to process data covered by the objection to the extent necessary.

At any time you may object without cause to the processing for the purposes of direct marketing. Should you submit such objection, we will no longer be allowed to process your data for that purpose.

You can exercise the above rights by reaching out to us via contact details provided in section IV of this Privacy Policy.

Complaints to the relevant public authority – you are entitled to lodge a complaint with the supervisory authority, in particular in the EU member state of your habitual residence, place of work or of alleged infringement of GDPR; in Croatia this is the Personal Data Protection Agency. Detailed description of the complaint procedure is available at: <https://azop.hr/personal-data-protection-data-subjects-rights/>. The list of local supervisory authorities in the EU and their contact details are available at: [https://edpb.europa.eu/about-edpb/board/members\\_en](https://edpb.europa.eu/about-edpb/board/members_en).

Of course, if you have any comments about how we do things, we encourage you to first contact us at [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).