

**Privacy Policy**  
KAMPOL Logistyka Sp. z o.o.  
as of March 18, 2024

**§ 1 Privacy Policy**

This document, containing the Privacy Policy, has been adopted by Kampil Logistyka Sp. z o.o., located in Źródła, ul. Maszynowa 9, 55-330 Miękinia, Poland, Tax ID: 9131613713, Employer identification number: 021690126, registered with the District Court for Wrocław-Fabryczna in Wrocław, VI Commercial Division of the National Court Register under Commercial Register 0000397649, with a share capital of PLN 50,000.00. Email: sklep@kampil-logistyka.pl, contact number: +48 517-955-109 (hereinafter referred to as the "Company"), for the purpose of providing information required by the provisions of Regulation (EU) 2016/279 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR) and the Polish Telecommunications Act of July 16, 2004 (as consolidated in Dz.U. 2024, item 34).

**§ 2 Data Controller**

The Company is the data controller of personal data.

**§ 3 Website Features**

The website kampil-logistyka.pl allows users to contact the Company and submit job applications.

**§ 4 Processing of Personal Data**

The personal data provided by users is processed and managed by the Company. The Company ensures appropriate technical, electronic, and administrative safeguards to protect personal data from unauthorized access. Personal data processed by the Company is protected in accordance with Polish law and international information security management standards. The Company applies measures appropriate to the threats and categories of data to ensure protection, particularly by safeguarding data against unauthorized access, loss, alteration, or destruction.

**§ 5 Data Subject Rights**

1. Providing personal data is voluntary. The person whose data is processed has the right to access, correct, and control the processing of their personal data as specified in GDPR.
2. Any person affected has the right to file a complaint with the supervisory authority (i.e., the President of the Personal Data Protection Office), in accordance with Article 77 of GDPR.
3. In case of any doubts regarding the information provided, individuals can contact the data controller via email at biuro@kampil-logistyka.pl. The data controller will respond within 30 days.

4. Users can withdraw consent to the processing of personal data, but this will not affect the lawful processing carried out before the withdrawal.
5. Individuals whose data is processed by the Company have the right to:
  - a) access their personal data (Article 15 of GDPR),
  - b) request correction (Article 16 of GDPR),
  - c) request deletion (Article 17 of GDPR),
  - d) request restriction of processing (Article 18 of GDPR),
  - e) object to processing (Article 21 of GDPR),
  - f) request data portability (Article 20 of GDPR).

### **§ 6 Processing Personal Data for Job Applications**

The website allows the submission of personal data for job applications. Providing personal data is a prerequisite for recruitment. The failure to provide personal data will prevent the Company from considering the individual for recruitment. The data processed includes:

- First name,
- Last name,
- Date of birth,
- Place of residence,
- Contact details (e.g., email, phone number),
- Education,
- Professional qualifications,
- Employment history.

### **§ 7 Processing Personal Data for Contacting the Company**

The website allows the submission of personal data to contact the Company. Providing personal data is necessary to successfully send a message. The data processed includes:

- First name,
- Last name,
- Contact details (e.g., email, phone number).

### **§ 8 Sharing Personal Data**

1. Personal data will not be shared with other recipients without the consent of the data subject. However, data may be entrusted to third parties for processing under an agreement if necessary to achieve the processing purpose.

2. The data controller may entrust the processing of personal data to other entities as permitted by law.
3. The Company may share personal data with: a) Entities authorized by law (e.g., courts, public offices), b) Employees or collaborators authorized to process data, c) Entities providing accounting, IT, marketing, legal, insurance, and payment services, d) Entities to which the Company has entrusted the processing of personal data.
4. The purpose of sharing personal data is to enable the Company to conduct its business. These entities act either as data processors or independent controllers under Article 28 of GDPR.
5. Personal data will not be transferred outside the EU or to international organizations.
6. The Company does not engage in data profiling.

### **§ 9 Duration of Personal Data Processing**

Personal data will be processed for no longer than necessary to achieve the processing purpose, including for the purpose of defending against claims and fulfilling legal obligations.

### **§ 10 Legal Basis for Data Processing**

The data controller processes personal data based on Article 6(1)(a), (b), (c), and (f) of GDPR.

### **§ 11 Deleting Personal Data**

1. Personal data will be processed only as long as necessary to achieve the purpose of processing. If this is no longer the case, the data will be irreversibly deleted from devices or, if not possible, destroyed mechanically.
2. Damaged devices or documents containing personal data may be disposed of by authorized entities under a processing agreement if permanent deletion would be excessively costly or impossible.

### **§ 12 Cookies**

The website uses cookies—text files stored on users' devices to identify them and enable website functionalities. Continuing to use the site without changing browser settings implies consent to the use of cookies.

### **§ 13 Use of Cookies**

Some areas of the website use cookies to enable specific functions. Using the site without changing cookie settings in the browser implies consent to store cookies on the user's device.

#### **§ 14 Use of Information**

Collected information, including IP addresses, operating system types, and browser names, is used to ensure the proper functioning of the website, particularly for statistical and analytical purposes, and to facilitate technical support.

#### **§ 15 Changing Cookie Settings**

Anyone using the website may change their browser settings to block or delete cookies at any time.