

## TERMS AND CONDITIONS

[Unlocking Career Achievement through Communication]

### 1 Organizer

- a. These Rules (“**Rules**”) determine the terms and conditions of Unlocking Career Achievement through Communication - the online lectures and workshops organized by GlobalLogic Poland sp. z o.o (“**Event**”), rights and obligations of the organizer and the Event Participants as defined below.
- b. The Event organizer is GlobalLogic Poland sp. z o.o. with its registered office in Wrocław, Strzegomska 48A, 53-611 Wrocław, entered in the Register of Entrepreneurs of the National Court Register kept by the District Court for Wrocław-Fabryczna in Wrocław, VI Commercial Division of the National Court Register under KRS number 0000835233, NIP: 8942924978, REGON: 020598186, BDO 000531782, the share capital of PLN 4.962.500, email: university-collaboration-emea@globallogic.com (“**Organizer**” or “**GlobalLogic**”).
- c. The Event is conducted to increase the knowledge of the participants and to promote the Organizer.
- d. Information on the terms of the processing of the Participants' personal data by the Organizer is enclosed to these Rules.
- e. The Event may be conducted online or on-site.
- f. Detailed information on the date of the Event, duration, its topic, and form of conduct is each time presented on the dedicated landing page (“**Landing Page**”) and in the message referred to in point 2(f) below.

### 2 Eligibility

- a. The Event is available to any English-speaking adult whose country of current residence is Poland, Croatia, Slovakia, Germany, and Sweden, with full legal capacity (“**Participant**”) who submitted entry for participation in the Event to the Organizer, i.e. who legibly completed and sent to the Organizer an entry form on Landing Page (including required documents, if any). **The Event is conducted in English.**
- b. Participation in the Event is conditional on acceptance by the Participant of these Rules and also the Participant reading the Privacy Policy.
- c. In order to register for the Event and to participate in the online Event Participant needs (1) a computer, a laptop, or other multimedia device with Internet access; (2) an up-to-date web browser; (3) access to electronic mail.
- d. The agreement for participation in the Event is concluded upon receiving by the Participant the confirmation of the conclusion sent by the Organizer to the email address provided by the Participant in the entry form.
- e. In the case of the online Event, the Participant will receive a link to the Event at the e-mail address provided in the entry form.
- f. The Organizer reserves the right to make participation in the Event conditional on its prior confirmation by the Participant in a specific form or within the time limit set by the Organizer, otherwise, the Participant may be refused participation in the Event.
- g. The participant is entitled to resign from the Event at any time (if the number of places in the Event is limited, for organizational reasons Participant shall immediately inform the Organizer about this fact).
- h. The Participant may in his/her entry form give consent to certain marketing activities by the GlobalLogic group, however, this is not a condition of participation

in the Event, unless the nature of the Event indicates otherwise.

### **3 Event**

- a. Participants may only register himself/herself for the Event.
- b. Participation in the Event is free of charge and voluntary.
- c. It is forbidden to provide by Participant in the entry form or during the Event any content that is unlawful or in breach of these Rules; this includes, without limitations, submission of content that is erotic, pornographic, generally considered vulgar, offensive, or obscene in its nature, violates legal or moral norms, depicts or promotes violence, hate, discrimination (based on race, culture, ethnicity, religion or philosophy, etc.), infringes personal rights or offends dignity or feelings of others (including religious and political beliefs), and also contains any advertising, commercial or promotional content and infringes any copyright.
- d. In the event of a breach of these Rules or generally applicable laws by the Participant, the Organizer is entitled to disqualify such Participant from the Event.

### **4 Online Event**

- a. The Organizer may record the on-line Event.
- b. If Participants do not want their personal data to be recorded, they should not share their image (e.g. they should not turn on their cameras) or they should not use the tools provided, e.g. chat, in a way that could lead to their identification.

### **5 On-site Event**

- a. If the Event is conducted on-site, all Participants are obligated to strictly observe applicable fire, public policy, and safety regulations.
- b. During the on-site Event, the Participants are obligated to behave in a manner that does not jeopardize the safety of other people taking part in the Event, specifically the following are forbidden during the Event:
  - starting fires, launching fireworks, flares, or other pyrotechnic devices;
  - expressing or disseminating propaganda and materials or slogans and symbols of a political, religious, racist, xenophobic, or vulgar nature;
  - behaving in any manner that may be interpreted by others as provocative, creating risks, discriminating, or offensive.
- c. Participants are aware that they are taking part in the on-site Event at their own risk and that they may be liable for any damage caused by their actions.
- d. Participants are aware that the area where the on-site Event is organized may be covered by closed-circuit television (CCTV) monitoring and access control system.

### **6 Complaints**

- a. Any complaint concerning the Event may be submitted by the Participants, without limitations, e.g. in writing to the address of the Organizer.
- b. Complaints may contain especially the name and surname, contact details of the Participant, and detailed description and reason justifying the complaint.
- c. Complaints will be processed within 14 days from the date of submission.
- d. The Participant will be notified of the decision concerning the Complaint on a durable medium, for example, in writing by post or email, depending on how the complaint was originally submitted to the Organizer.

### **7 License**

- a. The exclusive rights to the content (text, graphic, multimedia elements, etc.) made available on the Landing Page or during the Event (“**Content**”), in particular copyrights, trademarks, graphic elements thereof, software, and database rights are protected by law and appertained to the Organizer or entities with whom the Organizer has entered into the relevant agreements
- b. The Participant is entitled to use the Content, free of charge, but solely for its intended purpose and for personal use, on the territory of Poland, Croatia, Slovakia, Germany, and Sweden (the Organizer grants a non-exclusive and non-transferable license).
- c. The Participant is not entitled, in particular, to resale, sublicense, translate, adapt, change the layout, or make any other changes to the Content. Any unauthorized copying, reproduction, retransmission, distribution, dissemination, publication, broadcast, or other circulation or exploitation of the Content or any component thereof will constitute an infringement of the copyright and other intellectual property rights.

## **8 Miscellaneous**

- a. These Rules with the information mentioned in point 1(d) above have been made public and are available free of charge at any time for review on the Landing Page before and throughout the period of the Event where Participants can view and print it at any time.
- b. Marketing information presented by the Organizer constitutes only the invitation to conclude an agreement and not the offer.
- c. In the event of the occurrence of a force majeure event that will affect the course of the Event in part or in full, the Organizer reserves the right to cancel the Event in part or in full.
- d. Agreements concluded by the Organizer and the Participant are concluded in an English language.
- e. Use of the Landing Page and participation in the online Event is associated with the typical risks of data transmission over the Internet, such as their dissemination, loss or unauthorized access.
- f. The Organizer informs that the use of an Internet browser may involve incurring the cost of connection to the Internet (data transmission fee), according to the tariff of the service provider used by the Participant.
- g. These Rules are governed by the law of the Republic of Poland and courts of jurisdiction are common courts in the Republic of Poland. The choice of a Polish law pursuant to these Rules does not deprive the consumer of the protection granted to him/her under provisions that cannot be excluded by way of an agreement between the Organizer and the consumer under the law which would be appropriate under the applicable regulations in the absence of choice. The provisions of these Rules are not intended to exclude or limit any consumer rights conferred on them by mandatory provisions of law, and any possible doubts should be interpreted for the benefit of the consumer.

## **Appendixes:**

- Privacy Policy – How we process your personal data

## Appendix no. 1

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

Considering that you have provided your personal data to us in the Event entry form, we would like to tell you what we do with it (in accordance with the Regulation (EU) 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).

If you have any questions or concerns, please contact us at [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).

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*Bearing in mind that you want to be a part of the recruitment process at GlobalLogic group and you are interested in receiving exciting job opportunities, please read <https://www.globallogic.com/recruitment-privacy/>.*

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

The extent of personal information that we process includes information provided by you in the Event entry form, e.g.: your name, surname, country of current location, and email address. We can process your personal data in order to organize the Event and enable you to take part in it (in particular in order to verify the identity of persons entering the Event's venue – in case of an on-site Event). You are not obligated to provide that data, although that would prevent you from taking part in the Event. We mark the necessary data on the entry form.

We also want to collect data about the educational organization you are studying at, your educational specialty, and the related field of your interest. This data is marked as not mandatory in the Entry form, however, we need it for bringing you a better educational experience through the event, and also for personalized marketing offers if you opted in to receive them.

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.

Data is collected for the purposes of organization, settlement, and completion of the Event.

We will process your personal information also for GlobalLogic promotional purposes, such as invitations to events and competitions organized by GlobalLogic, including, if you gave such consent, by email.

The legal basis in the scope related to your participation in the Event is entering into and performing a contract (the rules) (Article 6.1(b) of the GDPR) and with regard to informing about the course of the Event and marketing/promotion of GlobalLogic, defense against any claims and statistical purposes – our legitimate interests (Article 6.1(f) of the GDPR).

## **II. Retention period of your personal data**

Your data as an Event Participant will be processed for the period necessary for proper execution and settlement of the Event, and for promotional purposes (like invitation to take part in other events organized by GlobalLogic) until you resign from data processing for that purpose, including receipt of any further invitations/newsletter.

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

The period of processing may, however, be extended in case of any claims, in particular by the periods of their expiration, any disputes, or if we are required to do so due to relevant legal requirements.

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

Access to your personal data will be given exclusively to appropriately authorized employees or associates of GlobalLogic, partners, consultants, or auditors – to the extent necessary to perform their responsibilities. Your data may be transferred, for example, to providers of hosting services or ICT services, other entities that provide us technical or organizational assistance in the operation of the Landing Page, Event and marketing actions, including communication with Participants, collection of the entry forms, or distribution of invitations, newsletter, etc., including also companies from the GlobalLogic group.

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 therefore unlimited.

GlobalLogic is a global company which means that some companies from the GlobalLogic group and our associates are located outside the European Economic Area (EEA). Each time when personal data is transferred outside the European Economic Area, GlobalLogic applies the required safeguards, 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 obligated – if there is a legal basis for that – to disclose certain information to public authorities as required by proceedings conducted by them.

#### **IV. Data controller**

GlobalLogic Poland sp. z o.o. with its registered office in Wrocław, Strzegomska 48A, 53-611 Wrocław, entered in the Register of Entrepreneurs of the National Court Register kept by the District Court for Wrocław-Fabryczna in Wrocław, VI Commercial Division of the National Court Register under KRS number 0000835233, NIP: 8942924978, REGON: 020598186, BDO 000531782, share capital of PLN 4.962.500, contact email address: [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).

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

Access to data – you may request information from us on your personal data processed by us.

Data rectification – you have the right to request data rectification if data is/becomes incorrect 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 some situations, if you want to have your data erased, GDPR guarantees you the so-called “right to be forgotten”.

Restriction of processing – in certain situations, 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 that override your interests, rights, and freedoms, or basis for the establishment, exercise, or defense 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 an objection, we will not be allowed to process your data for that purpose.

Complaint to the relevant supervisory authority – you are entitled to lodge a complaint to the supervisory authority; in Poland, it is the President of the Personal Data Protection Office. A detailed description of the complaint procedure is available at: <https://uodo.gov.pl/pl/83/155>. 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).

If you have any concerns as to anything we do, please feel free to first contact us at [privacy@GlobalLogic.com](mailto:privacy@GlobalLogic.com).