

**Apator Powogaz S.A.'s privacy notice for users of the Company's LinkedIn profile**

Pursuant to Regulation (EU) 2016/679 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, and repealing Directive 95/46/EC (General Data Protection Regulation, hereinafter: the Regulation) Apator Powogaz S.A. provides the following information:

<b>Data Controller</b>	<b>Apator Powogaz S.A.</b> Jaryszki 1C, 62-023 Żerniki
<b>Contact details of the Controller</b>	You can contact the Controller: <ul style="list-style-type: none"> <li>• in person</li> <li>• by email: sekretariat.powogaz@apator.com</li> <li>• by telephone: +48 61 841 81 01</li> <li>• in writing: Jaryszki 1C, 62-023 Żerniki</li> </ul>
<b>Data Protection Officer</b>	A Data Protection Officer has been appointed at Apator Powogaz S.A., who can be contacted: <ul style="list-style-type: none"> <li>• in writing to the Controller's address,</li> <li>• by email: iod@apator.com</li> </ul> The Data Protection Officer may be contacted regarding all matters relating to the processing of personal data and the exercise of rights under the Regulation.
<b>Categories of data</b>	The Controller processes, in particular, the following categories of your data: <ul style="list-style-type: none"> <li>- identification data (e.g. first name, surname, username),</li> <li>- contact details (e.g. telephone number, email address) within the scope of data published on the User's social media profile,</li> <li>- image captured in the profile photo,</li> <li>- additional data (e.g. data contained in comments, reactions, videos),</li> <li>- anonymous statistical data regarding visitors to the profile, available via the Analytics visitors feature, which is provided by LinkedIn in accordance with LinkedIn's terms of service, which are not subject to change; this data is collected via cookies, each of which contains a unique user code that may be linked to data on the activity of users registered on LinkedIn, and which is downloaded and processed when the profile is opened.</li> </ul> Further information on the personal data processed by LinkedIn can be found in the LinkedIn Product Privacy Policy available at <a href="https://pl.linkedin.com/legal/privacy-policy?">https://pl.linkedin.com/legal/privacy-policy?</a>
<b>Source of data</b>	The Controller obtains your data directly from you. Data may also come from the operator of the LinkedIn portal in relation to visitor statistics and data made available to the Controller as part of the website's functionality.
<b>Purposes of processing and legal basis for processing</b>	The Controller will process your data for the purposes set out below – in each case on the basis of the Controller's legitimate interest: <ol style="list-style-type: none"> <li>1) administering and managing the Controller's Profile, including contacting you, e.g. by replying to or interacting with comments left and private messages (legal basis: Article 6(1)(f) of the Regulation),</li> <li>2) responding to messages sent to the Administrator via the LinkedIn messenger (legal basis: Article 6(1)(f) of the Regulation),</li> <li>3) communication and promotion via the Administrator's Profile on LinkedIn (legal basis: Article 6(1)(f) of the Regulation),</li> <li>4) statistical and analytical purposes (legal basis: Article 6(1)(f) of the Regulation),</li> <li>5) establishing, exercising or defending legal claims (legal basis: Article 6(1)(f) of the Regulation).</li> </ol> LinkedIn Ireland Unlimited Company, as the administrator of the LinkedIn portal and as a provider of profile-related tools, is a joint controller responsible for the processing of data of persons using the profile, which may process their data for its own purposes on other legal grounds. In particular, LinkedIn may, on the basis of its own terms and conditions, collect and process information contained in the cookies of visitors to the profile. Based on the data collected in this way, LinkedIn may create anonymous summaries and statistics, which may be made available to the Controller as the profile administrator.
<b>The period for which the data will be stored</b>	Your personal data will be stored: <ol style="list-style-type: none"> <li>1) for the purposes set out above – until the purposes of processing cease to apply or you object to the processing of your personal data,</li> <li>2) for the purposes of establishing and pursuing claims or defending against claims made – until potential claims become time-barred or in accordance with the periods required by law.</li> </ol> Notwithstanding the periods indicated above, LinkedIn may apply its own data retention periods.
<b>Recipients of data</b>	For the purposes set out above, your personal data may be disclosed by the Controller to entities authorised to receive personal data pursuant to relevant legal provisions, entities providing the Controller with ICT or technical services, legal or advisory services, and other entities processing personal data on behalf of the Controller. Your data may be made available to companies forming part of the Apator Group. <p>Your personal data provided on the LinkedIn portal in connection with the use of the Controller's profile may be accessible to LinkedIn Ireland Unlimited Company. At the same time, any personal data contained in comments posted on the profile may also be accessible to other users of the LinkedIn portal.</p>

<b>Profiling and automated decision-making</b>	Your personal data will not be processed by automated means, including profiling.
<b>Rights of the data subject</b>	<p>In accordance with the Regulation, you have the right to:</p> <ol style="list-style-type: none"> <li>1) obtain confirmation as to whether your data is being processed by the Controller, as well as the right to access your data (Article 15 of the Regulation),</li> <li>2) rectify and complete your data (Article 16 of the Regulation),</li> <li>3) erase your data (Article 17 of the Regulation),</li> <li>4) request the restriction of the processing of your data (Article 18 of the Regulation),</li> <li>5) to have your data transferred (Article 20 of the Regulation).</li> </ol> <p>You have the right to object at any time – on grounds relating to your particular situation – to the processing of your data for the purposes of the Controller’s legitimate interests. In such a case, the Controller may process the data provided that it demonstrates compelling legitimate grounds for the processing which override your interests, rights and freedoms, or grounds for the establishment, exercise or defence of legal claims (Article 21(1) of the Regulation).</p> <p>To the extent that the basis for the processing of your personal data is consent, you have the right to withdraw it. Withdrawal of consent does not affect the lawfulness of processing carried out on the basis of consent prior to its withdrawal.</p> <p>You also have the right to lodge a complaint with the President of the Office for Personal Data Protection if you suspect that the processing of your personal data infringes data protection regulations.</p> <p>In addition to contacting the Controller regarding the processing of your data via the LinkedIn platform, you may also contact LinkedIn Ireland Company.</p>
<b>Transfer of data to a third country or an international organisation</b>	As the services provided by LinkedIn are global in scope, the provision of these services may involve the transfer of personal data to third countries outside the European Economic Area, as specified by LinkedIn. LinkedIn uses transfer mechanisms compliant with the GDPR, such as Standard Contractual Clauses (SCCs) and additional safeguards. Details are available at: <a href="https://pl.linkedin.com/legal/privacy-policy">https://pl.linkedin.com/legal/privacy-policy</a> .
<b>The provision of personal data processed by the Controller is voluntary; however, failure to provide such data may prevent you from using the Controller’s profile.</b>	