

In JUNOZ, s.r.o. (hereinafter referred to as “controller”), the protection of personal data is assured in accordance with requirements of 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 (General Data Protection Regulation) (hereinafter referred to as “Regulation” or “GDPR”) and Act No. 18/2018 Coll. on protection of personal data and on amendments to, and modification of certain acts (hereinafter referred to as “Act”).

### **Rights of data subjects**

The data subject has the right of access to personal data, right to rectification, erasure, restriction of processing, as well as right to file a claim to regulatory authority, that is the Office for Personal Data Protection of the Slovak Republic, or to bring proceedings on protection of personal data.

### **How the data subject can execute his or her rights?**

Each data subject may execute his or her rights by filing a claim to the controller at **frontoffice@juno.sk**, or to the mail address: **JUNOZ, s,r.o., J. Kollára 36, 934 05 Levice**.

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### **Fulfilment of the information obligation towards data subjects**

The principle of fair and transparent processing of personal data require that the data subject is informed of the processing activity, the purposes of the processing of personal data, his or her rights, and contact data of the controller or the data protection officer.

Information related to processing of personal data that concerns the data subject is provided by the controller to the data subject at the time of collection of the personal data from the data subject; or if the personal data are collected from another source, in an adequate period after collection of the personal data in accordance with the Regulation and Act on protection of personal data.

## Request of the Data Subject for Exercising his or her Rights

Pursuant to Articles 15 to 22 of the Regulation (EU) 2016/679 of the European Parliament and of the Council (hereinafter referred to as "EU Regulation" or "GDPR")

### Addressee / Controller:

**JUNOZ, s.r.o.**  
J. Kollára 36, 934 05 Levice  
Company ID: 43985211

### Applicant (Data Subject):

Academical Degree ..... Name ..... Surname .....

Correspondence address .....

E-mail address .....

Date of birth ..... Personal number of employee .....

Status of the data subject in relation to the controller *(please mark)*

- employee  former employee  
 employee working based on an agreement  job candidate  
 another natural person

*(The controller may ask for additional information to confirm identity of the data subject if the controller justifiably doubts identity of the natural person submitting the request. If the controller is able to demonstrate that it is not in a position to identify the data subject, the controller may refuse to act based on this request for exercising of rights of the data subject in accordance with Article 11 (2) of the EU Regulation.)*

### Required method of settlement of the request: *(please mark one option)*

*(The controller is obliged to provide the applicant with the information in paper or electronic form, usually in the same form as the submitted request. When requested by the applicant, the information may be provided by the controller also orally, provided that the identity of the applicant is proven by other means.)*

- in paper form  by e-mail  orally *(if applicable)*

## **Right exercised by the data subject pursuant to GDPR**

*(please mark, multiple options allowed)*

**access** to personal data (Article 15)

*(the access shall not adversely affect the rights and freedoms of other natural persons)*

**rectification** of personal data (Article 16)

**erasure** of personal data (right to be forgotten) (Article 17)

*(published / no longer necessary / unlawfully processed / direct marketing data; after withdrawal of consent with processing, unless there is another legal ground for the processing; not applicable for data processed in the exercise of official authority vested in the controller, processed for archiving purposes, scientific / statistical purposes, for exercising the right of freedom of expression and information, for exercise or defence of legal claims)*

**restriction of processing** of personal data (Article 18)

*(during rectification of incorrect data, during verification whether the legitimate grounds of the controller override those of the data subject, if the data subject opposes the erasure of the personal data and requests the restriction of their use instead, if the controller no longer needs the personal data, but they are required by the data subject for the exercise of legal claims)*

**portability** of personal data processed by automated means (Article 20)

*(at processing of data based on consent of the data subject / contract between the controller and the data subject; not applicable for data processed in the exercise of official authority vested in the controller)*

**object to processing** of personal data (Article 21)

*(at processing pursuant to Article 6 (1) (e) or (f) of GDPR, i.e. in the public interest / in the exercise of official authority vested in the controller / legitimate interests of the controller – if the controller continues processing, the controller shall provide justification; at processing for direct marketing purposes – the controller shall terminate processing immediately)*

**automated individual decision-making, including profiling** (Article 22)

## **Specification of data related to the exercised right and the request:**

## Provision of information to the data subject pursuant to Article 13 of GDPR

**Legal basis** for processing of personal data collected from the applicant and stated in this request is the EU Regulation and Act No. 18/2018 Coll. on protection of personal data and on amendments to, and modification of certain acts (hereinafter referred to as "Act"). The controller **stores these data for the period** of duration of the purpose of processing and for the period of duration of 5 years.

The **purpose of processing** of these data is registration and processing of the request of the data subject to exercise his or her rights in accordance with the valid legislation. In accordance with the Act, the controller has assigned a data protection officer in charge of supervision of personal data protection.

**Recipients** of personal data, in accordance with this purpose, are the controller, the data subject, eventually the Office for Personal Data Protection of the Slovak Republic, towards which has the controller notification obligation, and recipients who shall be informed by the controller in accordance with Article 19 of GDPR of rectification / erasure of personal data, or restriction of processing of personal data.

The data subject **has right for providing the information**, right of **access** to personal data, right of **rectification**, and has right to **bring proceedings according to Art. 100 of the Act**. More specific information on the rights of the data subject are stated in the Act, as well as at the website [www.junoz.sk](http://www.junoz.sk) (in the section "Personal Data Protection").

**The controller may restrict the scope of rights** of the data subject pursuant to Article 23 of GDPR, if such restriction is established with the aim to assure protection of rights of the data subject or other persons and the enforcement of civil law claims

The data subject / applicant declares that he or she has familiarised with this information provided by the controller, before sending the form "Request of the Data Subject for Exercising his or her Rights" according to the Act.

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Date and signature in own hand  
of the data subject or his or her legal representative, if the data subject is a child below 16 years

## **Rights of data subjects in accordance with the Regulation**

The data subject has right to the following:

### **Access to personal data (according to Article 15 of the Regulation)**

The data subject has right to obtain from the controller confirmation as to whether or not personal data concerning him or her are being processed. If the controller processes such data, the data subject has right to obtain access to the personal data and the following information of:

- the purposes of the processing of personal data;
- the categories of the processed personal data;
- identification of the recipient or category of recipient to whom the personal data have been or will be disclosed, in particular recipients in third countries or international organisations (if possible);
- the period of storage of the personal data (if not possible, the criteria used to determine that period);
- the right to request from the controller rectification or erasure of personal data or restriction of processing of personal data concerning the data subject or to object to such processing of personal data;
- the right to lodge a complaint with a supervisory authority, that is the Office for Personal Data Protection of the Slovak Republic, or to lodge a proposal to commence proceedings on personal data protection in accordance with the Act;
- the source of the personal data where the personal data are not collected from the data subject;
- the existence of automated decision-making, including profiling, (including information about the logic involved, as well as the significance and the envisaged consequences of such processing for the data subject);
- the appropriate safeguards relating to the transfer, where personal data are transferred to a third country or to an international organisation.

JUNOZ, s.r.o. shall provide a copy of the personal data undergoing processing to the data subject. For any further copies requested by the data subject, JUNOZ, s.r.o. may charge a reasonable fee based on administrative costs.

Where the data subject makes the request by electronic means, and unless otherwise requested by the data subject, the information shall be provided in a commonly used electronic form.

## **Right to rectification (according to Article 16 of the Regulation)**

The data subject shall have the right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning him or her. Taking into account the purposes of the processing, the data subject shall have the right to have incomplete personal data completed.

## **Right to erasure (right to be forgotten according to Article 17 of the Regulation)**

The data subject shall have the right to obtain from the controller the erasure of personal data concerning him or her without undue delay where one of the following grounds applies:

- the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed;
- the data subject withdraws consent (see below) on which the processing is based, and where there is no other legal ground for the processing;
- the data subject objects to the processing on the legal basis of public interest or legitimate interests (see below) and there are no overriding legitimate grounds for the processing;
- the personal data have been unlawfully processed;
- the personal data have to be erased for compliance with a legal obligation in the European Union or the Slovak Republic law;
- the personal data have been collected in relation to the offer of information society services referred to in Article 8(1) of the Regulation.

This right is not applied if the personal data processing is necessary for example for exercising the right of freedom of expression and information, for compliance with a legal obligation or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller, for reasons of public interest in the area of public health, for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, for the establishment, exercise or defence of legal claims.

## **Right to restriction of processing (according to Article 18 of the Regulation)**

The data subject shall have the right to obtain from the controller restriction of processing where one of the following applies:

- the accuracy of the personal data is contested by the data subject, for a period enabling the controller to verify the accuracy of the personal data;
- the processing is unlawful, and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;
- the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defence of legal claims;

- the data subject has objected to processing on the legal basis of public interest or legitimate interests (see below) pending the verification whether the legitimate grounds of the controller override those of the data subject.

Where processing has been restricted, such personal data shall only be stored or processed for the establishment, exercise or defence of legal claims or for the protection of the rights of other persons or for reasons of important public interest. Another processing may be performed only with the data subject's consent.

A data subject who has obtained restriction of processing of personal data shall be informed by the controller before the restriction of processing is lifted.

### **Right to data portability (according to Article 20 of the Regulation)**

Within exercising the right to portability, the data subject shall have the right to receive the personal data (in a structured, commonly used and machine-readable format) and to transmit those data directly from one controller to another controller if technically possible,

The right to transmit personal data may be exercised provided that:

- the processing is based on consent or on a contract, and
- the processing is carried out by automated means.

### **Right to object (according to Article 21 of the Regulation)**

In the case that the legal basis of the processing of personal data is **the performance of a task carried out in the public interest** (according to Article 6 (1) (e) of the Regulation) or **legitimate interests** (according to Article 6 (1) (f) of the Regulation), the data subject may also **object to processing of personal data** concerning him or her, **including the right to object to profiling**.

In case of such objection, the processor shall no longer process the personal data unless the processor demonstrates:

- compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject; or
- grounds for the establishment, exercise or defence of legal claims.

### **Automated individual decision-making, including profiling (according to Article 22 of the Regulation)**

The data subject shall have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her.

This right shall not apply if the decision:

- is necessary for entering into, or performance of, a contract between the data subject and a data controller;
- is authorised by European Union or Slovak Republic law; or
- is based on the data subject's explicit consent.

## **Right to withdraw consent (according to Article 7 of the Regulation)**

When the processing of personal data is based on the data subject's consent, the data subject shall have the right to withdraw this consent at any time.

The consent may be withdrawn in the same way as it was granted. Simultaneously, the data subject may withdraw the consent also in the following ways:

- electronically to the e-mail address [frontoffice@juno.sk](mailto:frontoffice@juno.sk);
- by phone at number +421 36 381 0689; or
- in written through a request sent to the address JUNOZ, s.r.o., J. Kollára 36, 934 05 Levice.

The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.



## Information on processing of personal data of data subjects

in accordance to Articles 13 and 14 of the Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR) on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter referred to as “Regulation”) and Art. 19 and Art. 20 of Act No. 18/2018 Coll. on protection of personal data and on amendments to, and modification of certain acts (hereinafter referred to as “Act”)

### Who processes your personal data?

Controller:

JUNOZ, s.r.o., J. Kollára 36, 934 05 Levice

Company ID: 43985211

Contact to the controller: +421 36 381 0689, frontoffice@juno.z.sk

(Hereinafter referred to as “controller”)

### What personal data do we process?

The controller processes the personal data within their information systems **IS-Human resources and wages, IS-Registry, IS-Accounting, IS-OHS, IS-Requirements of data subjects, IS-Job applicants, IS-Attendance, IS-Camera system, IS-Photographs.**

### What is the purpose and legal basis for the controller to process your personal data?

Purpose	Legal basis	Data subjects	Processed personal data	Recipients	Retention period
<b>IS-Human resources and wages</b> - fulfilment of employer’s obligations in relation with the labour relation or similar relation	Act No. <b>311/2001</b> Coll. Labour Code, as amended, Act No. <b>663/2007</b> Coll. on minimum wage, as amended, Act <b>461/2003</b> Coll. on social insurance, as amended, Act <b>124/2006</b> Coll. on occupational health and safety, Act <b>462/2003</b> Coll. on income compensation at temporary	Workers in permanent labour relation, workers working based on an agreement or another labour relation, family members of workers	Common personal data and special personal data related to health	G TEAM, spol. s r.o., Štefan Medved’ - ABT, lawyers, bailiffs, authorised state bodies, courts, health insurance companies	5 - 50 years  Workers’ personal file and records 70 years from the date of birth of the worker

Purpose	Legal basis	Data subjects	Processed personal data	Recipients	Retention period
	<p>employee's sick leave, Act <b>580/2004</b> Coll. on health insurance and on amendments to, and modification of Act No. <b>95/2002</b> Coll. on insurance industry and on amendments to, and modification of certain acts, as amended, Act <b>43/2004</b> Coll. on retirement pension savings, Act <b>650/2004</b> Coll. on additional pension saving and on amendments to, and modification of certain acts, as amended, Act <b>595/2003</b> Coll. on income taxes, as amended, Act <b>233/1995</b> Coll. on bailiffs and enforcement activity (Enforcement Rules), Act <b>355/2007</b> Coll. on protection and development of public health and on amendment to, and modification of certain acts, Act <b>5/2004</b> Coll. on employment services and on amendments to, and modification of certain acts, as amended, Act <b>283/2002</b> Coll. on travel allowances, Act <b>152/1994</b> Coll. on social fund and on amendments to, and modification of Act No. <b>595/2003</b> Coll. on income taxes, as amended, Regulation <b>No. 161/68</b> of the Council (EEC) on freedom of movement of workers within the community, Regulation <b>311/76</b> of the Council (EEC) on elaboration of statistics of foreign workers, Act</p>				

Purpose	Legal basis	Data subjects	Processed personal data	Recipients	Retention period
	<b>18/2018</b> Coll. on protection of personal data, <b>Act 215/2004</b> Coll. on protection of classified materials and on amendments to, and modification of certain acts, as amended, <b>Act 570/2005</b> Coll. on military service and on amendments to, and modification of certain acts as amended				
<b>IS-OHS</b> - assurance of occupational health and safety and fulfilment of legal obligations in the controller's facilities	Act No. <b>124/2006</b> Coll. on occupational health and safety, Act No. <b>311/2001</b> Coll. Labour Code as amended, Act No. <b>355/2007</b> Coll. on protection, support and development of public health, and on amendments to, and modification of certain acts, as amended	Workers in permanent labour relation, workers working based on an agreement or another labour relation, clients, visitors,	Common personal data and special personal data related to health	G TEAM, spol. s r.o., Štefan Medved' - ABT, Labour inspectorate, occupational health service, social insurance company, health insurance companies, authorised state bodies	5 years
<b>IS-Registry</b> - register of incoming and outgoing mails	Act No. <b>395/2002</b> Coll. on archives and registries and Act No. <b>40/1964</b> Coll. Civil Code, as amended	Workers in permanent labour relation, workers working based on an agreement or another labour relation, freelancers, clients, contact persons of business partners, clients – suppliers, contractors	Common personal data	courier service, Slovak Mail Service, authorised state bodies	In accordance with the registry plan
<b>IS-Accounting</b> - Elaboration and processing of accounting documents within the controller's business activity	Act No. <b>431/2002</b> Coll. on bookkeeping, Act No. <b>513/1991</b> Coll. Commercial Code, as amended	Employees, customers, contact data of business partners' employees, freelancers	Common personal data	G TEAM, spol. s r.o., courts, advocates, bailiffs, authorised state bodies	10 years
<b>IS-Job applicants</b> - Register of job applicants	the processing is executed according to Article 6 (1) (a) of the	Natural persons applying for job	Common personal data	No recipients	2 years

Purpose	Legal basis	Data subjects	Processed personal data	Recipients	Retention period
	Regulation (EU) <b>2016/679</b> 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, Act No. 18/2018 Coll. on protection of personal data, Art. 13 (1) (a)				
<b>IS-Requirements of data subjects</b> - recording and addressing of requirements of data subjects in relation to processing of their personal data	Act 18/2018 Coll. on protection of personal data and on amendment to, and modification of certain acts	Any natural person (data subject) personal data of which are processed	Common personal data	Office for Personal Data Protection of the Slovak Republic, authorised state bodies	5 years
<b>IS-Camera system</b> - protection of property of the controller and persons situated in the controller's facility	the processing is executed according to Article 6 (1) (f) of the Regulation (EU) <b>2016/679</b> 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, Act No. 18/2018 Coll. on protection of personal data, Art. 13 (1) (f)	Any data subject entering the controller's areas	Common personal data	authorised state bodies	15 days
<b>IS-Photographs</b> - storage of photographic records from social events organised by the controller	the processing is executed according to Article 6 (1) (a) of the Regulation (EU) <b>2016/679</b> 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, Act No. 18/2018 Coll. on protection of personal data, Art. 13 (1) (a)	Employees, customers, business partners, freelancers	Common personal data	No recipients	10 years

Purpose	Legal basis	Data subjects	Processed personal data	Recipients	Retention period
<b>IS-Attendance</b> - records of entries of workers to the workplace and departures of workers from the workplace of the controller	Act No. <b>124/2006</b> Coll. on occupational health and safety, Act No. <b>311/2001</b> Coll. Labour Code, as amended, Act No. <b>431/2002</b> Coll. on bookkeeping	Workers in permanent labour relation, workers working based on an agreement or another labour relation	Common personal data	G TEAM, spol. s r.o., Štefan Medved' - ABT, lawyers, bailiffs, authorised state bodies, courts, health insurance companies	10 years

### List of personal data, voluntariness or obligation of their provision:

The controller collects and process only those personal data that are required in accordance with legal regulations valid in the Slovak Republic and thus, their provision is mandatory. In case that personal data beyond the valid legislation are needed, the controller processes them based on a contract, legitimate interest, or based on a consent of the data subject.

The granted consent is voluntary and free, the data subject may withdraw it at any time personally, in a written form or by e-mail, using the application form published at the website [www.junoz.sk](http://www.junoz.sk). The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

### Will your personal data be transferred to third countries or international organisations?

The controller does not execute any transfer of personal data to third countries or international organisations.

### What are your rights in relation to the processing?

Based on a written request that is published at our website [www.junoz.sk](http://www.junoz.sk), you have the right to apply the following from the controller:

- **right of access to personal data**

According to Article 15 of the Regulation and Art. 21 of Act No. 18/2018 Coll. on protection of personal data, the data subject has the right to obtain from the controller confirmation as to whether or not personal data concerning him or her are being processed. If the controller processes such data, the data subject has right to obtain access to the personal data and information thereof.

- **right to rectification of personal data**

According to Article 16 of the Regulation and Art. 22 of Act No. 18/2018 Coll. on protection of personal data, the data subject has right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning him or her. Taking into account the purposes of the processing, the data subject shall have the right to have incomplete personal data completed.

- **right to erasure of personal data**

According to Article 17 of the Regulation and Art. 23 of Act No. 18/2018 Coll. on protection of personal data, the data subject has the right to obtain from the controller the erasure of personal data concerning him or her without undue delay.

The controller shall have the obligation to erase personal data without undue delay where one of the following grounds applies:

- a) the personal data are no longer necessary in relation to the purpose for which they were collected or otherwise processed;
- b) the data subject withdraws consent on which the processing is based according to Art. 13 (1) (a) or Art 16 (2) (a), and where there is no other legal ground for the processing;
- c) the data subject objects to the processing pursuant to Art. 27 (1) and there are no overriding legitimate grounds for the processing, or the data subject objects to the processing pursuant to Art. 27 (2);
- d) the personal data have been unlawfully processed;
- e) the personal data have to be erased for compliance with a legal obligation of this act, special regulation or an international contract to which the Slovak Republic is subject; or
- f) the personal data have been collected in relation to the offer of information society services referred to in Art. 15 (1).

- **right to restriction of processing of personal data**

According to Article 18 of the Regulation and Art. 24 of Act No. 18/2018 Coll. on protection of personal data, the data subject has the right to obtain from the controller restriction of processing where one of the following applies:

- a) the accuracy of the personal data is contested by the data subject, for a period enabling the controller to verify the accuracy of the personal data;
- b) the processing of personal data is unlawful, and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;
- c) the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment of legal claims; or

d) the data subject has objected to processing pursuant to Article 27 (1) pending the verification whether the legitimate grounds of the controller override those of the data subject.

- **right to personal data portability**

According to Article 20 of the Regulation and Art. 26 of Act No. 18/2018 Coll. on protection of personal data, the data subject has the right to receive the personal data concerning him or her, which he or she has provided to the controller, in a structured, commonly used and machine-readable format and has the right to transmit those data to another controller, if technically possible, where:

- a) the personal data are processed pursuant to Art. 13 (1) (a), Art. 16 (2) (a) or Art. 13 (1) (b) and
- b) the processing is carried out by automated means

The exercise of the right referred to in paragraph above shall be without prejudice to the right according to Art. 23. The right to portability shall not apply to processing necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

The right of data subjects shall not adversely affect the rights and freedoms of others.

- **right to object to processing of personal data**

According to Article 21 of the Regulation and Art. 27 of Act No. 18/2018 Coll. on protection of personal data:

- (1) The data subject shall have the right to object, on grounds relating to his or her particular situation, at any time to processing of personal data concerning him or her which is based on point (e) or (f) of Art. 13 (1), including profiling based on those provisions. The controller shall no longer process the personal data unless the controller demonstrates compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject or for the establishment, exercise or defence of legal claims.
- (2) Where personal data are processed for direct marketing purposes, the data subject shall have the right to object at any time to processing of personal data concerning him or her for such marketing, which includes profiling to the extent that it is related to such direct marketing. Where the data subject objects to processing for direct marketing purposes, the personal data shall no longer be processed for such purposes.

- (3) At the latest at the time of the first communication with the data subject, the right referred to in paragraphs 1 and 2 shall be explicitly brought to the attention of the data subject and shall be presented clearly and separately from any other information.
- (4) In the context of the use of information society services, the data subject may exercise his or her right to object by automated means using technical specifications.
- (5) The data subject has the right to object to processing of personal data concerning him or her on grounds relating to his or her particular situation, unless the processing is necessary for the performance of a task carried out for reasons of public interest, where personal data are processed for scientific or historical research purposes or statistical purposes pursuant to Art. 78 (8).

- **right to withdraw consent**

Pursuant to Article 7 of the Regulation, the data subject shall have the right to withdraw his or her consent at any time.

- **right to bring proceedings**

The data subject has right to bring proceedings according to Art. 100 of Act No. 18/2018 Coll. on protection of personal data.

- **right to automated individual decision-making, including profiling**

According to Article 22 of the Regulation and Art. 28 of Act No. 18/2018 Coll. on protection of personal data, the data subject has the right:

- (1) The data subject shall have the right not to be subject to a decision based solely on automated processing of personal data including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her.
- (2) Paragraph 1 shall not apply if the decision
  - a) is necessary for entering into, or performance of, a contract between the data subject and a data controller;
  - b) is made based on a special regulation or an international agreement to which the Slovak Republic is subject and which also lays down suitable measures to safeguard the data subject's rights and freedoms and legitimate interests; or
  - c) is based on the data subject's explicit consent.



- (3) In the cases referred to in points (a) and (c) of paragraph 2, the data controller shall implement suitable measures to safeguard the data subject's rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the controller, to express his or her point of view and to contest the decision.
- (4) Decisions referred to in paragraph 2 shall not be based on special categories of personal data referred to in Art. 16 (1), unless point (a) or (g) of Article 16 (2) applies and suitable measures to safeguard the data subject's rights and freedoms and legitimate interests are in place.

The controller shall provide the data subject with information on measures taken based on his or her request, within one month from the submission of the request.

**Is automated decision-making or profiling executed at the processing of your personal data?**

The controller does not perform any automated decision-making or profiling at the processing of personal data.