

Data Protection Policy

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 (GDPR)

Because we value your privacy, we ensure that all processing of personal data in our company is carried out in accordance with the legislation governing the protection of personal data, in particular the GDPR. Therefore, we only collect adequate and relevant personal data, limited to what is necessary in relation to the specified and explicitly stated legitimate purposes and supported by a proper legal basis. We also ensure an appropriate level of security of personal data to protect it to the greatest extent possible against unauthorised or unlawful processing, accidental loss, destruction or damage, for which we have chosen appropriate technical and organisational measures.

In view of the obligation of the data controller under Articles 12 and 13 of the GDPR, we provide you with the following information on the processing of personal data in our company:

Data controller

The controller of personal data according to Article 4(7) of the GDPR is:

name: Business Factory s.r.o.
registered office: Dornych 486/47b, Trnitá, 617 00 Brno
ID: 283 56 624

(hereinafter referred to as the "controller")

All questions and complaints regarding the security and protection of your data should be directed to our Data Protection Officer: info@b.cz.

Purposes and legal basis for the processing of personal data

The controller processes personal data of customers, service providers and candidates applying for a specific position.

The purpose of the processing is to create an offer for the services of the controller and to subsequently ensure mutual cooperation with the data subject.

The controller processes the personal data of customers and service providers pursuant to a legal basis as defined in Article 6(1)(b) of the GDPR, i.e. necessary for the performance of a contract to which the data subject is party. Personal data of candidates are always processed by the controller on the basis of consent to the processing of personal data within the meaning of Article 6(1)(a) of the GDPR.

Recipients of personal data

For the purpose of processing candidates' data, the controller uses the Talentlyft tool operated by AdoptoTech Ltd., located at Ulica Ljudevita Posavskog 34 A, 10000 Zagreb, Croatia. Further information on the processing of personal data within the Talentlyft service can be found [HERE](#).

The personal data of clients is processed by the controller through the Hubspot system, operated by HubSpot, Inc., located at 2 Canal Park, Cambridge, MA 02141, United States of America.

The controller processes personal data of website visitors by using Google Analytics cookies. The data processor is Google Ireland Limited, with registered office at Gordon House, Barrow Street, Dublin 4, Ireland. For more information on Google's privacy policy, please click [HERE](#).

The Controller only allows personal data to be handled by processors that provide sufficient guarantees for the processing of personal data in accordance with the GDPR. The controller always concludes a data processing contract with such persons which fulfils all the requirements of Article 28(3) of the GDPR.

Rights of data subjects

As a data subject, you have the following rights:

- the right to obtain from the controller concise, transparent and easily accessible information about the processing of personal data and other appropriate communications (Articles 12 and 13 of the GDPR),
- the right to obtain confirmation from the controller as to whether they process your personal data or to request access to such personal data (Article 15 of the GDPR),
- the right to have inaccurate personal data rectified or incomplete personal data completed (Article 16 of the GDPR),
- the right to erasure of personal data - the 'right to be forgotten' (Article 17 of the GDPR),
- the right to restriction of processing (Article 18 of the GDPR),
- the right to data portability, i.e. the right to transmit the data to another data controller (Article 20 of the GDPR),
- the right not to be subject to a decision based solely on automated processing, including profiling (Article 22 of the GDPR),
- the right to object to the processing of personal data (Article 21 of the GDPR),
- where processing is based on consent of the data subject, the right to withdraw consent at any time.

If you believe that the processing of your personal data has violated the GDPR, you have the right to file a complaint with the supervisory authority, which is the Office for Personal Data Protection, located at Pplk. Sochora 27, 170 00 Prague 7, mailbox ID: qkbaa2n, e-mail: posta@uouu.cz.

If you have any questions or requests, please do not hesitate to contact us in writing at the address of the company's registered office or at the above-mentioned e-mail address of the Data Protection Officer.