

Privacy policy

I. GENERAL PROVISIONS

The Administrator of the personal data is TALEX S.A. with its registered office at ul. Karpia 27d, 61-619 Poznan, hereinafter: the Administrator.

II. SCOPE OF COLLECTED DATA

TALEX S.A. processes personal data only to the extent necessary to fulfill a well-defined purpose based on relevant legal grounds. The scope of data processed by TALEX S.A. is indicated below.

CONTACT section

- first and last name
- e-mail address
- telephone number
- company name
- data included in the sent message

CAREER section

- first and last name
- e-mail address
- telephone number
- all other data included in the application documents

In addition, in order to allow the User to use the Website and all its functionalities correctly and safely, the Administrator uses technologies that collect and process data stored using cookies, including IP address (for details please see the Cookies Policy).

III. PURPOSE AND LEGAL BASIS FOR DATA PROCESSING

Personal data shall be processed for the following purposes:

1. answering a question directed to the Administrator via the contact form, available in the CONTACT section, on the basis of the Administrator's legitimate interest (Article 6(1)(f) of the GDPR) consisting of building and developing positive relationships with Users based on reliability and loyalty;
2. sending marketing content, including commercial offers, on the basis of voluntary consent (Article 6(1)(a) of the GDPR);
3. recruitment, including:

The User's personal data shall be processed by the Administrator pursuant to Art. (1)(c) of the GDPR - based on the right resulting from Article 22¹ of the Polish Labour Code, and Article 6 (1)(a) of the GDPR – within the scope of personal data not specified in the point above, or if the User agreed for their personal data to be processed in future recruitment based on their expressed consent, pursuant to Art. 6 section 1(f)

of the GDPR on the basis of the legitimate interest of Talex S.A. which consists in the retention of your personal data in the course of the recruitment process with regard to checking your skills and abilities needed to work in the position specified in the announcement, as well as in the pursue of claims.

IV. PERIOD OF PROCESSING OF PERSONAL DATA

1. Personal data collected for the purpose of answering a question sent via the contact form will be maintained for the duration of the communication or until you object to the processing, but no longer than 6 months from the date of the last contact.
2. Personal data collected for the purposes of the recruitment process will be processed for the duration of the recruitment process and after its completion for 3 months. If the Candidate agrees to leave the data for the purposes of future recruitment, the data will be stored until the withdrawal of consent, but no longer than 12 months from the date of its granting.
3. Data collected for the purpose of sending marketing content will be processed until you object to the processing or until you withdraw your consent for the chosen communication channel.
4. Data collected using cookies will be processed in accordance with the Cookies Policy.

V. FINAL PROVISIONS

The Administrator reserves the right to make changes to the Privacy Policy, ensuring at the same time that the User's rights resulting from the following document will not be limited without their consent.

The Privacy Policy can be changed due to:

- obligation to introduce changes
- changes in generally applicable law

The User of the Website will be informed about the Privacy Policy changes with the use of a pop-up notice on the Website.