

# PRIVACY POLICY

## 1. Purpose of this Privacy Policy

- 1.1. This privacy policy (“**Privacy Policy**”) contains the most important data protection rules and principles for the records kept by DreamJo.bs Zrt. (“**Service Provider**”), with special regard to the requirements related to data management, data processing, data transfer, data protection and disclosure. The purpose of this Privacy Policy is to determine the data protection and data management principles and rules applied by the Service Provider, and the conditions and methods of data processing in accordance with the provisions of the relevant Hungarian and EU legislation, in accordance with the interests of the parties involved.
- 1.2. By operating the website <https://dreamjo.bs/hu> (“**Website**”), the Service Provider manages the data of users (“**Users**”) looking for work and companies offering work on the Website.
- 1.3. The Privacy Policy has been prepared in accordance with the provisions of Act CXII of 2011 on the right of informational self-determination and on freedom of information (“**Privacy Act**”), Act CVIII of 2001 on certain issues of electronic commerce activities and information society services, Act XLVIII of 2008 on the basic requirements and certain restrictions of commercial advertising activities, and regulation (EU) 2016/679 of the European Parliament and of the Council (“**GDPR**”).
- 1.4. The Service Provider reserves the right to inform the User via e-mail about changes in the services provided by it or about amendments of its general terms and conditions. The Service Provider shall not use such notification for advertising purposes.

## 2. Name and contact details of the Service Provider

Name: DreamJo.bs Zártkörűen Működő Részvénytársaság  
Registered seat: 2092 Budakeszi Erkel utca 96., Hungary  
Registration number: 13-10-041670  
Tax ID: 25836099-2-13  
Contact: [hello@dreamjo.bs](mailto:hello@dreamjo.bs)  
Represented by: Mária Balogh-Mázi chief executive officer

### Cloud service providers:

Name: Amazon Web Services, Inc.  
Registered seat: 410 Terry Avenue North, Seattle, WA 98109-5210  
Name: Cloudinary  
Registered seat: 3400 Central Expressway, Suite 110, Santa Clara, CA 95051, USA

### Newsletter:

Name: The Rocket Science Group, LLC (Mailchimp)  
Registered seat: 675 Ponce de Leon Ave NE, Suite 5000, Atlanta, GA 30308 USA

## 3. Data management by the Service Provider

### 3.1. Registration

In order to use the services provided on the Website, the User shall register on the Website. The following personal data of the User will be recorded during the registration process:

- first and last name
- e-mail address
- phone number
- position / “What type of job are you looking for?”
- social media profile ID
- social media avatar URL

Prior to registration, the User shall give his/her consent to the data management using a “checkbox”, as a precondition of which the User declares the acceptance of the data management and the acceptance of the General Terms and Conditions of the Service Provider (“GTC”) that includes the Privacy Policy. The data management performed by the Service Provider is based on the consent of the User.

The registration process is described in Section III of the GTC.

Purpose of data management: identification of the contracting party on the Website.

Legal basis for data management: required for the performance of the agreement (point b Section (1) of Article 6 of GDPR)

Duration of data management: the User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the cloud service provider (Amazon Web Services, Inc.).

### 3.2. Job applications

After registration, the User shall be entitled to use the service, the process of which is described in Section IV of the GTC.

Purpose of data management: to contact the employer offering the job.

Scope of data managed: data provided by the User optionally (name, email address and other data)

Legal basis for data management: use of the service provided by the Service Provider (point b Section (1) of Article 6 of GDPR).

Duration of data management: the User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the cloud service provider (Amazon Web Services, Inc.).

### 3.3. Newsletter subscription

Purpose of data management: providing information in the form of a newsletter, description of the services marketed by the Service Provider.

Scope of data managed: e-mail address.

Legal basis for data management: the voluntary subscription of the User (point a Section (1) of Article 6 of GDPR).

Duration of data management: the User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the hosting provider operated by the newsletter provider.

### 3.4. Creation of self-branding profile

After registration, the User shall be entitled to use the service, the process of which is described in Section IV of the GTC.

Registered data:

- What type of job is the User looking for
- What level of job is the User interested in
- Nature of employment
- Where does the User want to work
- Working hours
- Demand for payment
- Education
- Language skills
- Professional experience
- Technologies and devices known to the User
- Introduction (text description)
- Photo
- Competencies / attributes
- What is important in a job
- "This is who I am"
- Favorite recreational activities
- Super strength
- "Two-words" (optional questions and answers)
- Other optional content (texts, images, quotes, newspaper articles, DevChallenge badge)

Purpose of data management: to create an introduction page for the job-seekers.

Legal basis for data management: use of the service provided by the Service Provider (point b Section (1) of Article 6 of GDPR).

Duration of data management: the User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the cloud service provider (Amazon Web Services, Inc.).

### 3.5. DevChallenge

After registration, the User shall be entitled to complete the DevChallenge, the process of which is described in Section IV of the GTC.

Scope of data managed: name and photo of the User, his DevChallenge result, badge.

Purpose of data management: presenting and recording the results of the User after completing DevChallenge with reference to his points on a weekly and an all-time ranking list indicating the name and photo of the User on the Website.

Legal basis for data management: use of the service provided by the Service Provider (point b Section (1) of Article 6 of GDPR).

Duration of data management: the User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the cloud service provider (Amazon Web Services, Inc. and Cloudinary).

### 3.6. Correction of error

If the User finds error among the questions or answers in the course of completing the DevChallenge, he might indicate them in a private message to the Service Provider, the process of which is described in Section IV of the GTC.

Scope of data managed: data provided by the User optionally, but necessarily his name, email address and reasoning.

Purpose of data management: the correction of error indicated by the User.

Legal basis for data management: use of the service provided by the Service Provider (point b Section (1) of Article 6 of GDPR).

Duration of data management: the Service Provider shall store the received query along with the name, email address and the reasoning of the User until the examination and correction of such error. The User shall be entitled to delete his/her data from the registers of the Services Provider free of charge at any time, or to request the deletion of his/her data from the Service Provider, which request shall be fulfilled by the Service Provider within 30 days, free of charge.

Data storage method: the registered data of the User is stored by the Service Provider with the cloud service provider (Amazon Web Services, Inc. and Cloudinary).

## 4. **Data management by the Service Provider**

The personal data registered by the User is not checked by the Service Provider. The User shall be solely responsible for the adequacy of the registered data. The User shall be responsible for the availability and the use of the data transmitted by the Service Provider to the e-mail address registered by him or her.

## 5. **Management of registered data**

The Service Provider, the employees designated for data management and the person(s) performing the data processing shall be entitled to access the data registered by the User. The chief executive officer of the Service Provider shall be entitled to determine the access right related to the data management process of the Service Provider. The

access right related to the data processing process of the data processor commissioned by the Service Provider shall be determined by the senior official of the entrusted data processor. The Service Provider is entitled and obliged to transfer data to third parties in order to fulfill its obligations prescribed by law.

## **6. Rights of User**

- 6.1.** The User is entitled to delete himself/herself from the system by deleting his/her profile, provided that his/her orders will remain in the system without personal data.
- 6.2.** The User is entitled to request information free of charge about his/her managed personal data, the purpose, legal basis, and duration of data management, the name, address (registered office) and activities of person(s) entitled to manage and process data, and the activities related to the management of data, as well as who and how can access the data, and his/her rights and remedies regarding the management of data. In cases specified by law the User is entitled to request the correction, deletion, blocking or restriction of the processing of his/her data free of charge, and may object to the processing of his/her personal data.
- 6.3.** The Service Provider shall examine the request of the User within the shortest time from the submission of the request, but not later than within 30 days – in case of protest within 15 days –, and to make a decision on its validity, of which it informs the requesting User in writing. If the Service Provider does not fulfill the request of the User, it shall inform the User in its decision of the factual and legal reasons for rejecting the request.
- 6.4.** The User is entitled to enforce his/her rights in court pursuant to Act V of 2013 on the Civil Code, and/or to turn and file a complaint with the Hungarian National Authority for Data Protection and Freedom of Information (1125 Budapest, Szilágyi Erzsébet fasor 22/c., Hungary; <https://www.naih.hu/panaszuegyintezes-rendje.html>)

## **7. Other information**

- 7.1.** The Service Provider collects data on the activity of the interested parties in a way that does not make the identity of the interested parties identifiable, and that it cannot be linked to the personal data provided by the User during registration or to the data provided when using additional websites or services.
- 7.2.** The Service Provider shall inform the User in advance and ask for his/her prior express consent in case it wishes to use the personal data of the User for a purpose other than the purpose of data management specified by it.
- 7.3.** The Services Provider shall ensure the security of data management and data processing and it shall take all necessary technical measures in order to protect the recorded, stored and managed data, as well as to prevent their unauthorized use, modification or destruction.
- 7.4.** The Service Provider shall maintain a register of data management activities prescribed by law (register of data management activities).

- 7.5. A data protection incident is a breach of security that results in the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or unauthorized access to the personal data processed. In the event of a data protection incident, the Service Provider shall act in accordance with Articles 33 and 34 of GDPR. The Service Provider records the data protection incidents, indicating the facts related to the data protection incident, its effects and the measures taken to remedy it.
- 7.6. The Service Provider is entitled to unilaterally amend this Privacy Policy at any time. The Service Provider shall publish the amendment to the Privacy Policy on its Website. In order to further use the services of the Website, the User shall accept the amendment to the Privacy Policy.
- 7.7. I hereby acknowledge that the following personal data stored by DreamJo.bs Zrt. (2092 Budakeszi, Erkel utca 96., Hungary) as data controller in the user database of the DreamJo.bs website will be transferred to OTP Mobil Kft. (1093 Budapest, Közraktár u. 30-32., Hungary) as data processor. The data transmitted by the data controller is as follows: debit card number, expiry date of debit card, debit card CVC code.

Effective from April 16, 2021 until revocation.