

Data controller, or who will be responsible for processing your data?

The data controller, i.e. the entity which determines and controls how your personal data will be used, is 11 bit studios S.A. (the "Company") with its registered office at ul. Brzeska 2, 03-737 Warsaw, Poland. The Company can be contacted at the postal address given above or via email at: iod@11bitstudios.com

Data Protection Inspector

The Company has appointed a Personal Data Protection Inspector, who can be contacted at the address indicated above.

Purpose of processing, or what will the Company process your data for?

Note that the Company may process the same data (e.g. your first name and surname) for various purposes. The Company will process your personal data for the following purposes:

- allowing for other co-workers, including coworking remotely, as well as Company's business partners to identify you in order to conduct business,
- to preserve and strengthen the Company's identity as well as to promote Company's values as a workplace, establishing inclusive and open workplace,
- to allow to connect by visual means,

Basis for processing, or on what grounds is the Company authorised to process your personal data?

Depending on data category and other factors, the Company is authorised to process your personal data on the following bases:

- on the basis of your consent;
- when processing is necessary based upon aims resulting from legally grounded aims performed by the Company, e.g. to provide means of communicating or preserving the identity of the Company and its staff,

Are you required to provide your personal data to the Company?

While provision of your personal data is voluntary, it is also necessary for the accomplishment of any of the aforementioned purposes, including possibility of being identified by the rest of the team members.

What rights do you have towards the Company in respect of data processed?

With regard to the processing of your personal data by the Company, you have the right to request from the Company:

- access to your data;
- rectification of data: in the case of incorrect or incomplete data;
- erasure of data: if such data is no longer necessary in relation to the purposes for which it was collected by the Company; if you withdraw consent to the processing of such data (in the case of processing based on consent); if you object prior to the processing of such data; if your data has been unlawfully processed; if your data has to be erased for compliance with a legal obligation;
- restriction of data processing;
- data portability.

If personal data is processed based on your explicit consent, you have the right to withdraw such consent at any time.

You have the right to lodge a **complaint** in respect of processing of your personal data by the Company with the President of the Polish Personal Data Protection Office (at the following address: *Biuro Prezesa Urzędu Ochrony Danych Osobowych*, ul. Stawki 2, 00-193 Warszawa, Poland).

When do you have the right to object to data processing?

You have the right to **object** to the processing of your personal data if the processing is based on legitimate interests and/or is carried out for statistical purposes, but such objection is nevertheless justified by your particular situation.

Who may the Company share your personal data with?

The Company may make your personal data available to:

- suppliers of software used by the Company (including providers of email and web messaging services, recruitment tools, etc.);
- business or potential business partners of the Company,
- recipients of marketing or informational content sent by the Company (e.g. by a website or newsletter)

For how long will the Company retain your personal data?

As a rule, your personal data will be retained for the duration of your cooperation with the Company, however, no longer till you withdraw your consent, if the data are processed upon your consent. Withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.

In case, data are being processed upon aims resulting from legally grounded aims performed by the Company, till the aim lasts, at least for the period of limitation of claims, in the event that the Company reasonably believes that there may be a need to pursue or defend against claims, or for the duration of court proceedings, taking into account the period of enforcement of the judgment.

The Company may also retain data for account-giving purposes to demonstrate compliance with its statutory obligations – until the obligations arising from separate regulations expire.

Will your personal data be transferred to third countries?

Personal data may be transferred to countries outside the European Economic Area if it proves necessary to the extent necessary for the legitimate interests pursued by the Company (e.g. in the event of the need to preserve the identity of the Company and its team in a country outside the European Economic Area). In this case, the transfer of personal data is based on a decision of the European Commission stating the adequate level of personal data protection in a third country or using appropriate legal safeguards, which in particular include standard contractual clauses approved by the European Commission. In the absence of a decision of the European Commission confirming the adequate level of personal data protection in a third country or in the absence of appropriate legal safeguards, such as standard contractual clauses, your personal data may be transferred to a third country on the basis of one of the grounds listed in Art. 49 section 1 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), including in particular based on your express consent.

Will automated decisions be made based on your data?

Personal data will not be used for automated decision-making, including profiling understood as automatic processing of data.