

CONSENT TO PERSONAL DATA PROCESSING

QED GROUP a.s., a joint-stock company, Id. No.: 247 35 884, with its registered office in Prague 1, at Štěpánská 1677/20, Postal Code 110 00, registered in the Commercial Register kept by the Municipal Court in Prague, File No. B 16485 ("QED GROUP") may process your personal data when providing its services. This consent to personal data processing describes how QED GROUP collects, uses, transfers and processes personal data that it collects when providing its services, in particular in online testing via the website, in email communication, and potentially also in connection with other products and services.

By completing the questionnaire or by ticking the consent box at the top of the questionnaire, you agree as a data subject to the processing of your personal data under the conditions set out below, as follows:

I declare that I voluntarily grant QED GROUP, as the personal data controller, CONSENT TO THE PROCESSING OF PERSONAL DATA as follows:

Personal data that QED GROUP collects and processes about you:

- (a) Personal data within the scope of the data filled in the questionnaire, in particular:
- the following identification details: name, surname, gender;
 - contact details including email address;
 - information you fill in the questionnaire which can be used to infer, for example, your motives, talents, skills, competences, interests and behaviour in the workplace;
 - other data completed in the questionnaire, including sensitive personal data, (especially the year of birth, country, ethnic origin, native tongue, highest level of education, length of work experience, job position, form of gainful employment, field of work, your work experience and details of your employment, job duties and activities).
- (b) Records of our email communication, if any.

Most of the data requested in the questionnaires are mandatory, but QED GROUP will inform you where the provision of the data is optional (in particular where such data are for statistical purposes only to ensure, among other things, a high level of testing and impartiality monitoring).

Purposes for which QED GROUP processes your personal data:

- (a) Performing obligations arising from the contract concluded between you and QED GROUP, i.e. the provision of ordered products and services and their invoicing;
- (b) Providing the services ordered, consisting in particular in a psychodiagnosing carried out on the basis of the data provided by you in the questionnaire and the subsequent preparation of outputs (i.e. individual reports and/or team reports and/or sociomaps and/or results of company surveys, etc.; the "Project");
- (c) Identifying, contacting and archiving the results for the Project for which your personal data are collected;
- (d) Using your personal data in future Projects in which you may participate (especially to compare reports and results over time);
- (e) Research purposes, in particular to create analyses to evaluate the Project for which you provide your personal data.

DECLARATION:

- (1)** I declare that the personal data provided are true and I agree to inform QED GROUP of any changes without undue delay. I declare that I have been informed of my rights in relation to the processing of my personal data.
- (2)** I declare that I have been sufficiently informed about the data collection carried out by QED GROUP and I consent to the diagnostic activities carried out by QED GROUP for the above mentioned purposes.

- (3) I acknowledge that my personal data obtained by QED GROUP by my filling in the questionnaire may be erased at the latest on the date of expiry of the deadline for their processing, including their consistent anonymisation making it impossible to link any specific result to my person.
- (4) I declare that I am aware of the risk of misrepresentation of the test results that I may cause by being dishonest in my answers.

ADVICE:

- (1) **Duration of processing:** QED GROUP processes the aforementioned personal data for the term of the Project for the purposes of which the data are collected and, with the Data Subject's consent, potentially also for the term of other Projects in which the Data Subject will participate, but for no longer than 2 years. The data can then be anonymised by QED GROUP and used for statistical and research purposes.
- (2) **Your fundamental rights:** The Data Subject has especially the following rights in relation to the processing of personal data:
 - (a) **Right to be informed** in a clear and comprehensible manner about the QED GROUP's handling of the Data Subject's personal data;
 - (b) **Right of access**, i.e. the right to request free access to your personal data, the right to obtain a free copy of your personal data and to obtain other additional information;
 - (c) **Right to rectification** of inaccurate personal data;
 - (d) **Right to erasure** of personal data ("right to be forgotten"), i.e. in particular the right to request the erasure of personal data processed by QED GROUP if the reasons and purpose of the processing have ceased to exist, or if the Data Subject withdraws consent or objects to the processing of personal data, or if QED GROUP has processed personal data in violation of laws;
 - (e) **Right to restriction of processing**, i.e. the right to request restriction of the processing of your personal data;
 - (f) **Right to data portability**, i.e. the right to receive personal data in a structured, commonly used and machine-readable format and the right to request the transfer of such data directly to another controller;
 - (g) **Right to object** to personal data processing **at any time**;
 - (h) **Right to lodge a complaint** against personal data processing with a supervisory authority, i.e. the Office for Personal Data Protection;
 - (i) **Rights in relation to automated decision-making and profiling**, i.e. especially the right not to be subject to automated individual decision-making having legal or similar effects, including profiling.
- (3) **Data protection officer:** Data Subjects may contact Ms Irena Lauermann, the QED GROUP's Data Protection Officer, at kancelar@sbak.cz, T: 224 826 895 if they have any questions and comments regarding personal data processing and protection.
- (4) QED GROUP may process the above personal data in accordance with laws without the data subject's consent only in cases of legitimate interests and in cases where the processing is necessary for the fulfilment of a legal obligation or for the performance of a contract.
- (5) **Automated processing and profiling:** The processing of personal data may involve automated processing, including profiling. This means that personal data may be processed by QED GROUP using a software that can process the data subjects' responses to questions and estimate various characteristics including their personality, preferred behaviours, motivation, talents and skills. In order to provide services to data subjects, QED GROUP may therefore process, evaluate and generate outputs from the personal data provided using (especially its own) software.

(6) Disclosure of personal data to third parties: In order to facilitate the testing process, personal data may be transferred to QED GROUP's external suppliers and their subcontractors, which may include, but is not limited to:

- external providers of questionnaires and other similar diagnostic tools;
- providers of systems that enable the provision of services such as email services and services used to responding to enquiries;
- cloud service providers;
- professional advisors and auditors.

Depending on the scope and content of the service provided, external providers may act as a joint controller or processor in terms of the relevant provisions of the GDPR. Where QED GROUP uses external service providers, it requires them to implement and apply appropriate security measures to ensure the security of data subjects' personal data.

Data rendered anonymous (i.e. data that do not identify and are not linked or linkable to a specific individual) may be shared by QED GROUP with third parties, especially for research, analysis and other purposes.

Due to the international nature of online testing and training, QED GROUP may occasionally authorise third parties to process or store personal data in countries outside the European Economic Area ("EEA") or transfer personal data to persons in such countries. Such countries may not have data protection laws identical to those that apply in the EEA for the purpose of protecting personal data. Where QED GROUP transfers personal data to such an external data processor and/or third party outside the EEA and/or processes personal data outside the EEA, it will ensure that sufficient guarantees are provided in relation to technical and organisational security measures.

(7) Withdrawal of consent: The Data Subject may withdraw the aforementioned consent to the processing of personal data AT ANY TIME.

(8) Additional information for data subjects of jurisdictions outside the European Economic Area: Due to the international nature of online testing and training, data subjects may be subject to law applicable outside the European Economic Area. If this is your case, i.e. if you are not a citizen of a European Economic Area country, please contact QED GROUP at gedgroup@gedgroup.cz for further information about your rights in relation to the processing of personal data in your country (jurisdiction).

(9) Limited personal data processing: If you agree to the processing of the above personal data to a limited extent only, please inform QED GROUP by sending a message to gedgroup@gedgroup.cz.