

Information about personal data processing

Livesport s.r.o. processes your personal data in connection with your participation in a selection procedure for one of the open positions ("recruitment")

Identity and contact details of the controller

The controller of your personal data is the company Livesport s.r.o. with registered office at Bucharova 2928/14a, Stodůlky, 158 00 Prague 5, Aspira Business Centre, ID No.: 27433722, registered in the Commercial Register maintained by the Municipal Court in Prague, Section C, Insert 113331 (hereinafter referred to as the "**Controller**").

The contact details of the controller are as follows: delivery address Livesport s.r.o., with registered office at Bucharova 2928/14a, Stodůlky, 158 00 Prague 13, Aspira Business Centre, e-mail address privacy@livesport.eu, telephone +420 255 702 420.

We appointed a data protection officer whom you can contact in all matters relating to the processing of your personal data and exercise of your rights via dpo@livesport.eu.

In connection with your participation in a recruitment procedure for one of the open positions, the Controller processes your personal data for the following purposes:

- 1) approaching and establishing a contractual relationship, including the selection of a candidate;
- 2) on the basis of your consent for the purpose of contacting you with offers of employment in the future;
- 3) for the purpose of recording and protecting rights and legal claims, including electronic records and related documentation (in particular violations of anti-discrimination legislation).

Details of the processing of personal data for these purposes can be found later in this document.

Purpose 1: Approaching and establishing a contractual relationship, including the selection of a candidate

1. Details of the processing	<p>1.1. For the above purpose, we generally process your name, surname, contact details provided in the CV and other documents provided by the applicant, information on qualifications, information on the selection procedure, other information provided by the applicant in the selection procedure (salary requirements, other requirements for the job sought).</p> <p>1.2. The provision of personal data is voluntary, but at the same time it is a prerequisite for the fulfilment of the stated purposes of processing and, in particular, for the negotiation of the establishment and content of the employment relationship between the applicant and the Controller.</p> <p>1.3. Some of the data we process, in particular your contact details, come from publicly available sources such as the professional network LinkedIn.</p>
2. Legal grounds for processing personal data	<p>2.1. The processing is necessary for the implementation of the measures taken prior to the conclusion of the contract at your request (consisting in the sending of your personal data) and any subsequent negotiations on the establishment and content of the employment relationship between you and the controller - employer within the meaning of Article 6(1)(b) of Regulation 2016/679 of the European Parliament and of the Council of 26 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 (General Data Protection Regulation) (hereinafter referred to as the "GDPR").</p> <p>2.2. In the case of contact data obtained from other sources, including publicly available</p>

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	sources, the legal basis for their processing is the protection of our legitimate interests in the selection of suitable employees within the meaning of Article 6(1)(f) of the GDPR.
3. Period of storage of personal data	3.1. For this purpose, your personal data will be processed until the position is filled; after the end of the selection process, these data will be deleted immediately, unless there is another legal reason for keeping them.
4. Other recipients of personal data	4.1. Other recipients may generally be the controller's processors - providers of software or technical solutions for the processing of personal data, other companies of the Livesport Group.
5. Additional information	<p>5.1. We have carried out an assessment of whether it is lawful to process your personal data for the purpose of offering you employment and we have also carried out the necessary proportionality test which assesses the interests in protecting your rights and our interests. We have concluded that, having regard to the fulfilment of the general principles of processing personal data and taking into account the fact that your personal data is processed for purposes that may also be to your benefit, that you can exercise your right to erasure of your personal data at any time, that we process personal data within a relatively short period of time and only to the extent necessary to address you, it does not appear to us that your interests or fundamental rights and freedoms to protect personal data outweigh our legitimate interests in relation to that purpose.</p> <p>5.2. We do not intend to purposefully transfer your personal data to a third country (non-EU country) or international organization, however some of our partners, such as the other recipients of personal data mentioned above, may be based in non-EU countries or store data on servers outside the EU. In such cases, there may be a "transfer of your data to</p>

	<p>third countries (to a country outside the EU)" within the meaning of the Regulation, including to countries for which the European Commission has not yet decided on adequate protection identical to EU law. In such cases, we will ensure that your personal data is processed and protected both in accordance with our standard privacy policy and through the appropriate safeguards set out in Article 46 of the GDPR.</p>
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Purpose 2: Contacting you with offers of employment in the future

1. Details of the processing	1.1. In addition to the data you provide to us, we will process personal data that we obtain from interviews and meetings with you; that is, data derived from our own activities.
2. Legal grounds for processing personal data	2.1. The legal basis for the processing in this case is the consent given to the controller within the meaning of Article 6(1)(a) of the GDPR for the purpose of creating a portfolio of job applicants for the Controller - employer, which the controller will use solely for the purpose of contacting candidates with suitable job offers in the future.
3. Period of storage of personal data	3.1. For the purpose of contacting you with offers of employment in the future, the data will be stored for two years from the date of your consent.
4. Other recipients of personal data	4.1. The recipients of your data may be processors of the Controller - generally providers of software or technical solutions for the processing of personal data, other companies of the Livesport Group.
5. Additional information	5.1. We do not intend to purposefully transfer your personal data to a third country (non-EU country) or international organization, however some of our partners, such as the other recipients of personal data mentioned

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	<p>above, may be based in non-EU countries or store data on servers outside the EU. In such cases, there may be a "transfer of your data to third countries (to a country outside the EU)" within the meaning of the Regulation, including to countries for which the European Commission has not yet decided on adequate protection identical to EU law. In such cases, we will ensure that your personal data is processed and protected both in accordance with our standard privacy policy and through the appropriate safeguards set out in Article 46 of the GDPR.</p>
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Purpose 3: recording and protecting rights and legal claims, including electronic records and related documentation

1. Details of the processing	<p>1.1. For the purpose of defending against potential claims, we will process the name, surname, contact details provided in the CV and other documents provided by the candidate, information about qualifications, information about the selection process, other information provided by the candidate in the selection process (salary requirements, other requirements for the job sought) and other information from the selection process demonstrating the reason for selecting the most suitable candidate.</p> <p>1.2. We will process the personal data you provide to us and also the data obtained from interviews with you - i.e. from the Controller's own activities.</p>
2. Legal grounds for processing personal data	<p>2.1. The legal basis is the legitimate interest of the controller within the meaning of Article 6(1)(f) of the GDPR.</p>
3. Period of storage of personal data	<p>3.1. For this purpose, we will retain personal data for up to three years after the end of the relevant recruitment process.</p>

4. Other recipients of personal data	4.1. Personal data may be disclosed to the Controller's legal advisors, courts or public authorities.
5. Additional information	<p>5.1. We have carried out an assessment of whether it is possible to process your personal data for the purposes of recording and protecting the rights and legal claims of the controller and we have also carried out the necessary proportionality test which assesses the interests in protecting your rights and our interests. We have concluded that, having regard to the fulfilment of the general principles of processing personal data and given that the scope of the data does not go beyond what is necessary and the Controller has a legitimate interest in defending itself in any litigation and exercising its rights, it does not appear to us that your interests or fundamental rights and freedoms to protect the personal data you have voluntarily provided outweigh our legitimate interests in relation to this purpose.</p> <p>5.2. We do not intend to purposefully transfer your personal data to a third country (non-EU country) or international organization, however some of our partners, such as the other recipients of personal data mentioned above, may be based in non-EU countries or store data on servers outside the EU. In such cases, there may be a "transfer of your data to third countries (to a country outside the EU)" within the meaning of the GDPR, including to countries for which the European Commission has not yet decided on adequate protection identical to EU law. In such cases, we will ensure that your personal data is processed and protected both in accordance with our standard privacy policy and through the appropriate safeguards set out in Article 46 of the GDPR.</p>

YOUR RIGHTS

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We use organizational, technical and factual security measures to protect your personal data in accordance with applicable laws and regulations.

In connection with the processing of your personal data, you may exercise the following rights under the terms of the GDPR.

Right of access. Simply put, you have the right to know what data we process about you, for what purpose, for how long, where we obtain your personal data, to whom we transfer it, who processes it apart from us, and what other rights you have in relation to the processing of your personal data. You can find out all of this in this Privacy Notice. However, if you are unsure which personal data we process about you, you can ask us to confirm whether or not personal data relating to you is being processed by us and, if so, you have the right to access that personal data. As part of your right of access, you may ask us for a copy of the personal data we are processing, and we will provide you with the first copy free of charge and subsequent copies at an adequate charge.

The right to request rectification of personal data. If you find that the personal data we process about you are inaccurate or incomplete, you have the right to have it corrected or completed without undue delay.

The right to request the erasure of personal data. In some cases, you have the right to have your personal data erased if:

- we no longer need your personal data for the purposes for which we processed it,
- you withdraw your consent and there is no further legal basis for the processing,
- you exercise your right to object to the processing in respect of personal data that we process on the basis of our legitimate interests and we find that there are no overriding legitimate grounds for such processing, or
- if it turns out that the processing of personal data carried out by us is no longer in accordance with applicable laws and regulations.

The right to request restriction of the processing of personal data. In some cases, in addition to the right to erasure, you may exercise the right to restrict the processing of personal data. This right allows you in certain cases to request your personal data to be marked and not to be subject to any further processing operations for a period of time. We must restrict the processing of personal data when:

- you dispute the accuracy of the personal data before it is established what data is correct,
- we process your personal data without sufficient legal grounds, but you refuse deletion of the data and instead request a restriction of their use,
- we no longer need your personal data for the abovementioned purposes, but you require it for the establishment, exercise or defense of your legal claims, or

- you object to the processing. For the period of time that we investigate whether your objection is justified, we are obliged to restrict the processing of your personal data.

Right to withdraw consent to the processing of personal data. You may withdraw the consent to the processing of personal data that you have previously provided to us at any time without giving any reason. In this case, we will delete your personal data if we do not need the data for other purposes. However, this does not apply in cases and to the extent that consent to processing is not the legal basis for the processing. Please note that the withdrawal of your consent does not affect the lawfulness of any processing carried out on the basis of your previously given consent prior to its withdrawal by you. **You may withdraw your consent by emailing to privacy@livesport.eu.**

Right to portability of personal data. You have the right to obtain from us all your personal data that you have provided to us and that we process on the basis of the performance of a contract or your consent. We will provide you with your personal data in a structured, commonly used and machine-readable format. In order to enable us to easily transfer the data at your request, it may only be data that we process automatically in our electronic databases. Therefore, we cannot always and under all circumstances transfer to you in this form data that we keep in paper form.

Right to object to processing. You have the right to object to the processing of your personal data that occurs in accordance with our legitimate interest. We will not further process your personal data unless our legitimate interest for compelling reasons overrides your interests or rights.

The right to lodge a complaint with the supervisory authority. Exercising your rights in the above manner also does not affect your right to file a complaint with the Office for Personal Data Protection, which is located at Pplk. Sochora 27, 170 00 Prague 7, Czech Republic.

For all matters related to the processing of your personal data, whether it is an enquiry, exercising a right, lodging a complaint or anything else, you can contact our email address privacy@livesport.eu.

We will process your request without undue delay, but within one month at most. In exceptional cases, in particular due to the complexity of your request, we are entitled to extend this period by a further two months. We will, of course, inform you of any such extension and the reasons for it.