

Agrovirtus - Privacy Policy

Agri Talent Nonprofit Kft. is committed to fully respect the data processing rights of the participants of the Agrovirtus competition and the related programs, the subscribers of the Agrovirtus newsletter and those who are signing up on the career interface of the Agrovirtus website and to process personal data in line with the provisions of act CXII of 2011 on informational self-determination and freedom of information (hereinafter: "Privacy Act").

I. The purpose, period, scope and legal basis of the data processing of the participants of the Agrovirtus competition and the related events

Data and contact details of the data controller: Agri Talent Nonprofit Kft., 2040 Budaörs, Kinizsi utca 30

Data protection contact point: email: info@privacyprofessional.hu

Purpose of the data processing: Processing the data of the students registering for the Agrovirtus competition during the registration for the competition in order to send out the competition exercises, professional materials and information related to the competition.

Period of the data processing: From the registration until the consent of the data subject is withdrawn (deletion request).

Legal basis of the data processing: Necessary for the performance of the contract, in order to take steps at the request of the data subject prior to entering into a contract (in line with Article 6(1)(b) of the GDPR).

Scope of the data processed: Name, email address, phone number of the data subjects and the name of their educational institution.

II. The purpose, period, scope and legal basis of the data processing of the subscribers of the Agrovirtus newsletter

Data and contact details of the data controller: Agri Talent Nonprofit Kft., 2040 Budaörs, Kinizsi utca 30

Data protection contact point: email: info@privacyprofessional.hu

Purpose of the data processing: Processing of the personal data of the subscribers of the Agrovirtus newsletter in order to send out newsletters.

Period of the data processing: From the registration until the consent of the data subject is withdrawn (deletion request).

Legal basis of the data processing: Freely given consent of the data subject based on Article 6(a) of the GDPR.

Scope of the data processed: Name and email address of the data subjects and the name of their educational institution.

The Data Controller, as the sole owner and operator of the Web Portal, provides the Users with the opportunity to subscribe to the service of sending newsletters and electronic advertisements, in the framework of which the Users receive information in a personal electronic notification or e-mail within the Web Portal about the services provided by the Data Controller and its registered partners, the latest job offers, information related to recruitment and the latest news. Newsletters and electronic advertisements may include direct inquiries for business acquisition or marketing purposes. In the case of subscribing to the service for sending newsletters and electronic advertisements, the data processing takes place exclusively for advertising purposes, for the purpose of sending newsletters and electronic advertisements.

The legal basis for the data processing of the newsletter and electronic advertising service is your freely given, prior, express and unambiguous consent, as the data subject, based on appropriate information. It is also possible to subscribe to the newsletter and electronic advertising service during registration on the Web Portal. The use of the newsletter and electronic advertising service, as well as the related data provision is always voluntary and free of charge. The Data Controller does not transfer to third parties the personal data provided in connection with the newsletter and electronic advertising service.

If the processing of your personal data becomes necessary for purposes other than those covered by this Policy, the Data Controller will always send a prior notification to you and ask for your special consent, if required for the new data processing purpose.

In case of subscribing to the newsletter and electronic advertising service, the scope of data processed is the name, email address, and school / institution / workplace you provided. The Data Controller shall keep a separate record of the data provided in connection with the subscription to the newsletter and electronic advertising service, without verifying the correctness of the data provided.

Until the withdrawal of your consent, the Data Controller may process the data provided during the subscription to the newsletter and electronic advertising service. You can unsubscribe from the newsletter and electronic advertising service at any time, without restriction or justification, free of charge, in which case the Data Controller will immediately delete your data from the separate register related to the newsletter and electronic advertising service. You can make the cancellation statement by clicking on the unsubscribe link in the given newsletter or electronic advertisement, by sending an e-mail to info@agrovirtus.hu.

III. [The purpose, period, scope and legal basis of the data processing of those applying for work on the Agrovirtus website](#)

Data and contact details of the data controller: Agri Talent Nonprofit Kft., 2040 Budaörs, Kinizsi utca 30

Data protection contact point:

email: info@privacyprofessional.hu

Purpose of the data processing: Keeping contact with those applying for work on the Agrovirtus website

Period of the data processing: From the registration until the consent of the data subject is withdrawn (deletion request).

Legal basis of the data processing: Necessary for the performance of the contract, in order to take steps at the request of the data subject prior to entering into a contract (in line with Article 6(1)(b) of the GDPR).

The purpose of the platform

The service of Agri Talent Nonprofit Kft. is designed to provide an interface for Clients looking for a job and Customers offering the job.

Agri Talent Nonprofit Kft. is the operator of the web portal available at www.agrovirtus.hu (hereinafter: Web Portal) and makes every effort to protect your personal data and respect your right to self-determination of information. The Data Controller processes the personal data that comes to its knowledge confidentially and it ensures appropriate security measures.

By agreeing to visit the Web Portal or by using, initiating or ordering any of the services, the User agrees, accepts and agrees to provide data to Agri Talent Nonprofit Kft., and acknowledges, accepts and agrees that for visiting certain elements of the Web Portal and for the use of certain services, certain personal data shall be provided freely and the User provides these. The use of certain elements, functions and services of the Web Portal will be available to the Users only after registration or login. If the User decides not to provide the requested personal data, they acknowledge that they do not have access to certain parts of the Web Portal, certain services, certain elements of the services.

We ask and recommend that the Web Portal and our services shall be used only by persons over the age of 16. On behalf of a minor under the age of 14 and an otherwise legally incapacitated User, the legal representative may give consent in accordance with the provisions of the Civil Code. A minor who has reached the age of 14 but has not yet reached the age of 16, as well as a User with otherwise limited legal capacity, may consent to the data processing with the consent or subsequent approval of his or her legal representative. A minor User who has reached the age of 16 may give their consent independently, the consent or subsequent approval of their legal representative is not required for the validity of their legal declaration. The Data Controller is not able to check the right of the consenting person or to get acquainted with the content of the statement of the legal representative, so the User or their legal representative guarantees that the consent complies with the law. When using the service, the Data Controller considers the appropriate consent of the legal representative to have been given.

The Web Portal and the individual services are used by the User Client for their own job search, and by the Customer for the purpose of searching for workforce. Otherwise, the User warrants that they have lawfully obtained the consent of the data subject to the processing of personal data provided or made available by third parties during the service (e.g. sending website content, publishing user-generated content, etc.). The User is responsible for the user content shared by the User.

The Data Controller reserves the right to change or terminate any content element, name or contact information of the Web Portal at any time without prior notice, to change its appearance, content, theme and operation. These changes do not affect the purpose of the data processing listed here and do not affect the data processing consent.

All data processing is governed by the fact that the Data Controller does not manage the data deleted by itself or the User after the deletion and it removes these data from its database.

A platform to facilitate job search as a purpose of data processing

Your personal data will be processed on the agrovirtus.hu website for the purpose of facilitating job search, getting to know employers, creating a connection between employers and the workforce, and related database management, including data processing related to job vacancies.

Legal basis of the data processing

Legal basis of the data processing is indicated at each data processing purpose. If you provide personal data to the Data Controller, regardless of the method of data disclosure and the type of data, you accept this Privacy Policy and consent to the data processing in accordance with it. You have the right to withdraw your consent at any time, without prejudice to the lawfulness of the data processing carried out on the basis of the consent before the withdrawal. You can withdraw your consent by deleting your profile.

The Data Controller is entitled to contact you for any of the purposes of data processing described above, in particular to facilitate your job search, at any of the contact details you have provided during the period of data processing. In addition, the Data Controller may notify you at any time of the use of the system and of any changes in it at any of the contact details provided by you. If you do not wish to receive such notice, you may unsubscribe from the link in the notice.

The Data Controller does not request the provision of special data in accordance with the GDPR, please do not provide such data if possible. Accordingly, the Data Controller is not responsible for any special data provided to you without your express request, so please do not provide such data in the absence of an express request.

The Data Controller may only transfer your personal data to another person in exceptional cases, if the transfer of the data is necessary to fulfill the legal obligation to the Data Controller. For example, if a case involving you is the subject of legal proceedings and the trial court requires the transfer of documents containing your personal data, or the police contacts the Data Controller and requests the transmission of documents containing your personal data for investigation. Your data may be used for statistical purposes in a non-personally identifiable manner and may be transferred for statistical purposes without your consent.

Data transmission

Your data will be available to employers looking for workforce as follows: they can view your profile without a name, photo, email address and phone number when you apply for the job advertisement, and then your complete profile – i.e. all personal data you provided – will become available with your name, photo, email address and phone number in case of a positive feedback from the employer. By registering, providing their data and applying for a specific job advertisement, the data subject expressly consents to the disclosure of their data to the employers. By applying for a job advertisement, the Client expressly consents to the transfer of their data to a given employer.

If your application is considered by the Data Controller to meet the criteria of the third party (employer) concerned and this third party (employer) is a contractual partner of the Data Controller established in a non-EEA State, thus an adequate level of protection of personal data is not ensured, your consent also covers the case if the Customer is not located in an EEA Member State and the security of data transmission is not ensured in any other way (EU Commission compliance decision or joining the Privacy Shield..., etc.). With this statement, you agree that if you apply for the position, we will make your data available to the Customer.

If the data processing of your personal data becomes necessary for purposes other than those covered by this Privacy Policy, the Data Controller will always ask for your special consent after prior notification.

Scope of the data processed

The Data Controller processes the data provided by you; in addition, if you have consented to the transfer of the relevant data, it processes the following personal data provided by you to third parties (e.g. LinkedIn, Facebook):

- basic data: name, email address, phone number, photo, language knowledge, Facebook ID (if you register via Facebook profile)
- studies: school, specialization, duration, whether you have a student status and whether you have a higher education degree and what level
- professional experience: name of employer, position held, brief description of activity, duration of activity
- interest / hobby: name, short description
- about the job you are looking for: preferred location, number of hours taken per week, what qualifications you have, type of job you are looking for, preferred area of job you are looking for

Data source:

- The Data Controller only processes the personal data provided by the Client, it does not collect data from other sources.
- The data is provided when the Client registers and fills in the data sheet. During the registration, the Client provides their name, email address, password, and after logging in to the site, they can provide data on their education, abilities and skills, as well as data related to the job search.

Period of the data processing

With the exception of mandatory data processing based on the law, the Data Controller deletes the Client's data sheet, including personal data, one year after deactivation if the Client has deactivated his profile or – in case of an active status –, if he has not logged in for one year. In these two cases, the Data Controller notifies the Client via email that if they do not confirm their registration, their user interface and their data will be deleted.

In the case of mandatory data processing, the Data Controller processes the data for the period specified in the relevant legal provisions.

Security of the data processing

The Data Controller ensures the security of your personal data, protection against unauthorized or unlawful processing, accidental loss, destruction or damage to your data, including ensuring the confidentiality, integrity, availability and resilience of the IT systems and devices used to process personal data, by applying technical and organizational measures appropriate to the degree of risk.

Data will only be transferred with your express consent to apply for jobs. The Data Controller always requires the third party obtaining the data to provide adequate security for the data processing and to process the data only for the purposes defined during the data transmission. Please note that the

Data Controller cannot guarantee that the recipients of the Data Transmission have not mechanically recorded your data.

In compliance with its legal obligation under the GDPR, the Data Controller shall keep records to check the measures related to the data protection incident and to inform the data subject. The records include the scope of affected personal data, the scope and number of persons affected by the data protection incident, the date, circumstances and effects of the data protection incident and the measures taken to remedy the incident. The Data Controller is obliged to store the data in these records for 5 years.

According to the provisions of the GDPR, the Data Controller keeps a data processing register of all its data processing activities with a content in line with the GDPR, which also includes the register of data transmissions. We log the time of applying for jobs and of positive feedback.

IV. Cookie Policy

What is a cookie?

A cookie is a small-size file which will be placed on your computer, mobile phone or other device providing internet access when you visit a website. Cookies have multiple functions including information gathering, remembering custom settings of a visitor, they are used for example during the use of an online shopping cart and they generally make the use of the website easier for the user.

A cookie is an information package sent by the webserver to the browser and then by the browser back to the server during the request to the server. Cookies are “passive”, i.e. they do not include executable files, viruses or spyware and do not have access to the data on the hard drive of the user. However, as they store data about the user’s needs and navigation history, several antivirus programs constantly delete cookies during various computer scanning processes (complete system scan, real-time protection). Browsers usually have privacy settings which enable the acceptance of different types of cookies placed on your computer by the specific website while defining their expiration date and automatic deletion.

What kind of cookies does this website use?

Statistical cookie

The external server of Google Analytics help the independent measurement and auditing of the visitor and other web analytics data of these registration websites. The data controller can provide further information on the processing of measurement data at www.google-analytics.com.

Purpose of the data processing: Understanding and analyzing user habits.

Period of the data processing: During the activity of the data subject user on the website.

Scope of the data processed: The activity of the data subjects on the website. No personal data are recorded during this activity.

Data security: The Data Controller takes the required technical and organizational measures and establishes proper rules of procedure in order to ensure the safety of personal data during data processing.

V. Data processors

The data controller uses data processors while providing the service. Data processors only carry out data processing tasks based on the instruction of the data controller.

The hosting provider of the website is Tarhely.Eu Szolgáltató Kft.

The email service is operated by Google Inc.

I. Rights of the data subject and the conditions of their enforcement

The data subject may request information about the processing of their personal data and may request the correction of their personal data or – with the exceptions of data processing stipulated by the law – may request their deletion via the customer service at the email address info@agrovirtus.hu. Based on the request of the data subject, Agri Talent Nonprofit Kft. as data controller shall provide information about the data of the data subject processed by it or the data processor assigned by it, the source of the data, the purpose, legal basis, period of the data processing, name, address of the data processor and its activity related to data processing and – in case of the transmission of the personal data of the data subject – the legal basis and recipient of the data transmission. The data controller shall provide the information in an easy-to-understand manner in writing as soon as possible from the date of the request, but not later than 30 days. Information provision is free of charge, if the person requesting the information did not submit an information request regarding the same scope of data to the data controller within the current year. Otherwise, a fee may be defined. The data controller may only reject the information provision request of the data subject in the cases stipulated by the law. If the information provision is rejected, the data controller shall notify the data subject in writing about the provision of the Privacy Act based on which the information provision was rejected. If the information provision was rejected, the data controller shall inform the data subject about the opportunity to seek legal remedy and to contact the Hungarian National Authority for Data Protection and Freedom of Information (hereinafter: Authority).

If the personal data is not accurate and the accurate personal data is available to the data controller, the data controller shall correct the personal data.

The personal data shall be deleted, if the data processing was unlawful; the data subject requests it (except for obligatory data processing); the data is incomplete or inaccurate – and this cannot be legally remedied – provided that the law does not rule out deletion; the purpose of the data processing ceased or the expiration date of data storage specified by the law expires; it was ordered by the court or the Authority. The data controller shall block the personal data instead of deletion if the data subject requests that or if it is likely that the deletion may violate the legitimate interest of the data subject based on the available information. Personal data blocked this way may only be processed until the data processing purpose excluding the deletion of the personal data exists.

The data controller shall mark the personal data it processes, if the data subject debates its accuracy or correctness, but the inaccuracy or incorrectness of the personal data in question cannot be established clearly. The data controller shall notify the data subject about the correction, blocking or deletion and it shall notify everyone, to whom it has transmitted the data for data processing earlier. The notification may be omitted if this does not harm the legitimate interest of the data subject with consideration to the purpose of the data processing. If the data controller does not fulfil the correction, blocking or deletion request of the data subject, it shall provide the factual and legal reasons for

rejecting the correction, blocking or deletion request in writing within 30 days of receiving the request. If the correction, blocking or deletion request was rejected, the data controller shall inform the data subject about the opportunity to seek legal remedy and to contact the Authority.

The data controller shall examine the objection within the shortest possible time from the date of the request, but not later than 15 days, it shall make a decision regarding its justification and shall notify the data subject in writing. If the data controller established that the objection of the data subject is justified, they shall cease data processing – including further data gathering and data transmission –, shall block the data and shall notify about the objection and the measures based on that everyone who it has transmitted the personal data affected by the objection earlier and who are obliged to act in order to enforce the right to objection. If the data subject does not agree with the decision made by the data controller or the data controller does not meet the deadline specified by the law, the data subject may take the matter to court within 30 days of the notification about the decision or the last day of the deadline.

The data controller may also bring a claim against the data subject. The data controller shall not delete the data of the data subject if the data processing is required by the law. However, the data shall not be transmitted to the data importer if the data controller agreed with the objection or the court established that the objection is justified. If the rights of the data subject are violated and the data importer in the cases provided for by the law may take legal action against the data controller. The court proceeds the case out of turn.

The data controller shall pay compensation for the damages caused by the unlawful processing of the data of the data subject or by the violation of the privacy requirements. The data controller is exempt from liability if it proves that the damage was a result of an unavoidable cause outside the scope of the data processing. Compensation is not required if the damage was a result of the intentional or grossly negligent conduct of the injured party.

The data subject – except for the obligatory data processing required by the law – may object the processing of personal data and may lodge a complain to Agri Talent Nonprofit Kft. due to incorrect data processing. Lodging an objection or complaint does not affect the other rights of the data subject stipulated by the data protection regulations. The designated contact person for data protection will be involved in the handling of the complaint. The data subject may lodge a complaint to a.) the contact person of Agri Talent Nonprofit Kft. b.) the Hungarian National Authority for Data Protection and Freedom of Information (1024 Budapest, Szilágyi Erzsébet fasor 22/C) c.) may take the matter to court.

22 September 2021

Agri Talent Nonprofit Kft.