Notice of Your Rights Regarding the Processing of Your Personal Data under Article 14 of GDPR

In our group of companies, ENVIEN GROUP, we make sure that we process all your personal data in accordance with the applicable legislation. The security of your personal data and their legally-compliant processing is our first priority. Here you will learn what your rights are and what you can request from us.

Who processes your personal data?
The data controller of your personal data is the company (or companies) that enters into or has entered into a contractual relationship with your employer, the company in which you serve as a statutory body or other representative, or the company with which you have entered into a contractual relationship directly related to the contractual relationship with a company that is a member of ENVIEN GROUP (e.g., as a subcontractor).

The data controller of your personal data is one of the following companies:

ENVIRAL, a.s.
Registered office: Trnavská cesta, 920 41 Leopoldov, Slovak republic
Company ID (IČO): 36259233
Registered in the Commercial Register (court/section/insert number): District Court Trnava, Section Sa, Insert No. 10293/T

MEROCO, a.s.
Registered office: Trnavská cesta, 920 41 Leopoldov, Slovak republic
Company ID (IČO): 35775203
Registered in the Commercial Register (court/section/insert number): District Court Trnava, Section Sa, Insert No. 10441/T

Poľnoservis, a.s.
Registered office: Trnavská cesta, 920 41 Leopoldov, Slovak republic
Company ID (IČO): 35703156
Registered in the Commercial Register (court/section/insert number): District Court Trnava, Section Sa, Insert No. 10488/T

ENAGRO, a.s.
Registered office: Trnavská cesta, 920 41 Leopoldov, Slovak republic
Company ID (IČO): 43814808
Registered in the Commercial Register (court/section/insert number): District Court Trnava, Section Sa, Insert No. 10469/T

BPS Hubice, s. r. o.
Registered office: Trnavská cesta 1050, 920 41 Leopoldov, Slovak republic
Company ID (IČO): 46384014
Registered in the Commercial Register (court/section/insert number): District Court Trnava, Section Sro, Insert No. 40447/T

If you are unsure which of these companies has a contractual relationship with the company that provided us with your personal data, please contact either them or us for clarification at osobneudaje@enviengroup.eu

Where did we obtain your personal data from?
Your personal data was provided to us by your employer, the company in which you serve as a statutory body or representative, or the company with which you have entered into a contractual relationship directly related to a contractual relationship with a company that is a member of ENVIEN GROUP (e.g., as a subcontractor). We may

also have obtained your personal data during the preparation of a contractual document through publicly available sources, such as the commercial register or company websites.

What personal data do we process?
In connection with the conclusion of a contract between the controller and the company that provided us with your personal data, and the related administrative agenda (negotiations, invoicing, complaints, etc.), we process the following personal data:

- Title, first name, last name
- Telephone contact
- Email contact
- Job position of the employee / function of the data subject
- Signature

For what purpose do we process your personal data?
We use your personal data for the following purpose:
Preparation and conclusion of contracts, purchase orders, agreements and their amendments; performance and enforcement of mutual rights and obligations; claims arising from contractual and pre-contractual relationships and their termination.
(Legal basis: legitimate interest – maintaining records of contractual partners, ensuring efficient fulfillment of the contractual relationship, and communication with the contractual partner.)

What are your rights?
a) Right of access
You have the right to know whether we process your personal data. If we do, you may request access to the data. Upon your request, we will provide a confirmation containing information about how we process your personal data.
b) Right to rectification
You have the right to have your personal data processed by us be accurate, complete, and up to date. If your data is incorrect or outdated, you may request that we correct or update it.
c) Right to erasure
Under certain circumstances, you have the right to have your personal data erased. You can request erasure at any time. We will erase your data if:

- it is no longer needed for the purpose for which it was provided;
- you withdraw your consent;
- you object to the processing of your personal data;
- we process your personal data unlawfully;
- the data must be erased to comply with a legal obligation.

If we process your personal data on the basis of a legal obligation, erasure is not possible.
d) Right to restrict processing
You may request that we restrict the processing of your personal data. If we grant your request, we will only store your data and will not otherwise process it. Processing will be restricted if:

- you inform us that your data is inaccurate, until we verify its accuracy;
- we are processing your data unlawfully, but you do not wish it to be erased and instead request restricted use;
- we no longer need your data, but you need it to establish, exercise, or defend legal claims;
- you object to the processing of your data, until it is verified whether our legitimate interests override your reasons.

e) Right to data portability
You have the right to request your personal data in an electronic format that allows you to easily transfer it to another company. Where technically feasible, you can also request that we transfer the data directly to the other company. This right applies if you have provided the data directly and consented to its processing or if we process it based on a contract with you.
f) Right to object
You have the right to object to the processing of your personal data. If we process your data based on our legitimate interest and you have personal reasons related to your specific situation, we will stop processing your data unless our legitimate interests outweigh your rights and interests.

g) Right to file a complaint
If you believe your data is being processed in violation of EU Regulation No. 2016/679 (GDPR) or Act No. 18/2018 Coll. on the Protection of Personal Data, you have the right to file a complaint with the Office for Personal Data Protection (https://dataprotection.gov.sk/sk/; statny.dozor@pdp.gov.sk). However, we would appreciate it if you contacted us first so that we can address and resolve any issues.
h) Right to withdraw consent
If the processing of your personal data is based on consent, you have the right to withdraw that consent at any time. Withdrawal of consent does not affect the lawfulness of processing carried out before the withdrawal.

How can you exercise these rights?
You can submit your request by mail to the address of the controller (if known) or by email to osobneudaje@enviengroup.eu. We will process all requests and inform you of the outcome in the same manner in which the request was submitted.

Which entities have access to your personal data?
To meet legal requirements and ensure proper company operation, third parties may have access to your personal data. These may include law enforcement or misdemeanor authorities, other state bodies, courts, insurance companies, as well as our IT service providers, legal advisors, and companies providing us with accounting, tax, consulting, or other services. We have concluded appropriate data processing agreements with these parties. We always ensure that only the minimum necessary data is shared for the purpose of processing.

How long do we retain your personal data?
We retain your personal data for the duration of the contractual relationship. After the end of the calendar year in which the relationship ended, the data is archived as part of the contract documentation for an additional 10 years.

Profiling / Transfer to third countries
Your personal data will not be used for automated individual decision-making, including profiling. Your data is not transferred to any third country or international organization.

Technical and organizational security measures:
We implement technical and organizational measures to protect your personal data in accordance with the GDPR. These include measures related to physical and premises security, information security (firewalls, antivirus software, etc.), encryption, and personnel and administrative safeguards, proportionate to the assessed risks. We protect your data from unauthorized access, alteration, transfer, disclosure, erasure or destruction, accidental destruction or loss, and unavailability due to technological changes. We continuously monitor and assess potential personal data breaches.

Is the provision of your personal data a legal or contractual requirement, or a requirement necessary to enter into a contract, and what are the consequences of not providing it?
The provision of your personal data is a contractual requirement and necessary for entering into or properly fulfilling a contract. If personal data required for entering the contractual relationship (e.g., name and surname of the statutory body or its representative, position, signature) is not provided, it is not possible to conclude or fulfill the contractual relationship. If contact details of a contact person are not provided, it may hinder proper performance of the contract and regular communication with the contractual partner.