

# **STATEMENT ON THE PROTECTION OF PERSONAL DATA**

## **Introductory Provisions, Copyright**

The owner and operator of the website [www.colas.cz](http://www.colas.cz) is the company COLAS CZ, a.s., with its registered office at Rubeška 215/1, Vysočany, 190 00 Prague 9, Id. No.: 261 77 005, registered in the Commercial Register maintained by the Municipal Court in Prague, file no.: B 6556 (hereinafter referred to as the "Company").

The Company owns all copyrights to all content that the Company places on the website [www.colas.cz](http://www.colas.cz) (hereinafter referred to as the "Website").

## **Links to other websites**

The Website may contain links to websites over which the Company has no control. This statement therefore does not apply to links that redirect users from the Website and refer to information and services of external entities. The company does not bear any responsibility for the expressions and practices of the operator of such sites.

## **Information on the processing of personal data**

What is personal data?

Personal data in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons in connection with the processing of personal data and on the free movement of such data and on the repeal of Directive 95/46/EC (General Regulation on personal data protection, hereinafter referred to as the "Regulation"), means all information about an identified or identifiable natural person (hereinafter referred to as the "data subject"); an identifiable natural person is a natural person who can be directly or indirectly identified, in particular by reference to a certain identifier, such as name, identification number, location data, network identifier and one or more special elements of physical, physiological, genetic, psychological, economic, cultural or social identity of this natural person.

Depending on the specific situation, personal data may include, among other things, the name and surname, address, telephone number or e-mail address of an individual (natural person). Personal data does not include information such as the number of website users.

## **Compliance with legal regulations on the protection of personal data**

As a personal data administrator, the Company always processes certain personal data of its customers and their representatives, suppliers and their representatives, job applicants and its employees on the basis of a valid legal reason. As the administrator of personal data, the Company determines the purposes and means of processing personal data and establishes measures related to the processing of personal data, especially their security. When processing personal data, the company proceeds strictly in accordance with the relevant legal regulations, in particular the Regulation. The Company has adopted internal guidelines that contain adequate technical and organizational measures for the protection of personal data handled by the Company. The Company's employees are obliged to maintain confidentiality about personal data and about technical and organizational measures, the disclosure of which would endanger the security of personal data.

### **Security cameras**

Entrances to some parking lots or to some of the Company's premises may be monitored by security cameras with recording, due to the legitimate interest of the Company in order to protect its property or the property of its employees, as well as to prevent security incidents. All cameras are visibly marked and provided with information about monitoring and recording. The cameras are always set so that there is no excessive interference in the privacy of other people. Records are kept only for the time necessary to ensure the legitimate purpose of the Company.

### **Cookies**

The website may contain cookies that help provide, protect and improve the website and related services (applications). They can record the user's IP address, how long he stayed on the page, and which pages he browsed. If the company's website contains cookies, it is provided with a warning and consent to their use. Pages that contain cookies can also be browsed without collecting the user's personal data, if the user disables the use of cookies on their device (e.g. computer, mobile phone) in the internet browser.

## **Data subjects and purposes of personal data processing**

### *Customers, suppliers and their representatives*

The company processes the personal data of customers, suppliers and their representatives (natural persons) to the extent necessary for the negotiation of the contract and the fulfillment of the contract, which it

concludes with them for the purpose of providing its products and services, or receiving products and services. The Company obtains processed personal data directly from these data subjects.

### *Job applicants*

In order to organize and evaluate the selection procedure for the recruitment of new employees, the Company processes the personal data of job applicants. The Company obtains processed personal data directly from these data subjects.

The legal reason for the processing of personal data in the given case is a selection procedure (or negotiations on the conclusion of an employment contract or some of the employment agreements concluded outside the employment relationship following the applicant's request to participate in the selection procedure), beyond the scope of the specific selection procedure, the applicant's personal data are employment processed only with his consent.

### *Employees*

The company processes the personal data of employees to the extent necessary for the fulfillment of its legal obligations (e.g. the obligation to deduct or pay taxes, keep records for the purposes of health insurance and social security, etc.). The employee is obliged to provide this information to the Company; failure to provide it would constitute a violation of legal regulations on the part of the employee and/or the Company and the possibility of sanctions by the relevant state authorities.

Beyond the fulfillment of legal obligations, the Company processes personal data of employees for the purpose of asserting its legitimate interests or fulfilling the contract concluded between the Company and the employee, in particular for the purpose of maintaining the Company's employee database, training employees, for the purpose of creating and implementing employee programs, preparing promotional materials and company magazine "Via COLAS" (which is also publicly available on the Website), informing about company events, recording the use and cost of the Company's construction machinery and trucks and service vehicles, protecting the Company's property or ensuring the entry of authorized persons into the Company's premises (especially through camera systems).

In other cases, the Company processes personal data only with the consent of employees, while employees can freely decide whether to grant consent or not. Any non-granting of consent does not affect the Company in any way.

### *Whistleblowers under the Whistleblower Protection Act*

The company processes the personal data of whistleblowers in accordance with Act No. 171/2023 SB., on the protection of whistleblowers (hereinafter referred to as "ZOCH"), for the purpose of fulfilling its obligations arising from this Act.

The Company obtains the processed personal data directly from the data subjects and they are processed to the extent that they are communicated to the Company by the data subject.

The purpose of the processing is the reception, assessment and registration of notifications according to the ZOCH, which takes place fundamentally while maintaining the confidentiality of the notifier's identification.

### **Recipients of personal data**

The company provides the personal data it processes only to partners who have appropriate technical and organizational measures in place for data protection and the fulfillment of other obligations under the Regulation. The Company's partners have access to personal data only to the extent necessary to fulfill their tasks. In some cases, the Company thus provides personal data to its parent company COLAS SA and to external partners providing the Company with services related to the management of software equipment and applications used for processing personal data, searching for job applicants, publishing the company magazine "Via COLAS", providing employee benefits, archiving documents, installing a camera system and GPS applications used in the Company's construction machines and trucks and service vehicles, as well as providing occupational health services and training for the Company's employees.

In no case does the company provide personal data to other persons for payment.

### **Transfer of personal data abroad**

The company may transfer personal data to other countries in the European Union, especially in cases where the servers on which personal data are stored are located outside the Czech Republic. The Company does not transfer personal data outside the European Union and outside the scope of the Regulation. The transfer of personal data to other countries does not affect the legal status of data subjects.

### **Retention of personal data**

The company keeps personal data only for the time needed to fulfill the purpose of their processing according to the rules below:

- personal data of customers/suppliers and their representatives, and personal data provided by the Company's customers in connection with the provision of products and services by the Company are kept for the entire duration of the contractual relationship with the Company and, to the extent necessary, also after its termination until the expiration of the relevant limitation periods in the event of any claims arising from the given contractual relationship or for necessary to fulfill legal obligations;
- the personal data of unsuccessful job applicants are kept only for the duration of the selection procedure for the recruitment of new employees, if the applicant has not given his consent to longer storage of his personal data;
- the personal data of employees are kept for the duration of the employment relationship and then for the period of archiving periods established by law, or until the expiry of the relevant limitation/preclusion periods in the event of the application of any claims arising from the given employment relationship or for the time necessary to fulfill legal obligations.

### **Revocation of consent to the processing of personal data**

In the event that the Company processes personal data based on the consent of the data subject, the data subject has the right to withdraw his consent to the processing of personal data at any time. He can do so by sending a notice to the address of the registered office or any place of business of the Company or by sending an e-mail message, using the option in the Internet application or in another suitable way.

If the consent to the processing of personal data is revoked, the personal data provided will be deleted, unless the data can be processed without the consent of the relevant person based on applicable legal regulations. However, the withdrawal of consent will not affect the processing of personal data until the consent was withdrawn.

### **Other rights of data subjects**

Depending on the specific situation, each data subject (i.e. customers/suppliers and their representatives, job applicants or employees of the Company) may have additional rights arising from the Regulation, i.e. in particular:

- the right to access personal data, i.e. the right to obtain confirmation from the Company as to whether or not the personal data concerning the data subject are being processed and, if so, the right to obtain access to these personal data and to information about:

- processing purposes;
- categories of personal data concerned;
- recipients or categories of recipients to whom personal data have been or will be made available;
- the planned period of storage of personal data or the criteria used to determine this period;
- the existence of the right to request from the Company the correction or deletion of personal data or the limitation of their processing and/or to object to the processing of personal data;
- the right to file a complaint with the supervisory authority;
- sources of personal data, if these are not obtained from the applicant;
- the implementation of automated decision-making, including profiling, and on information regarding the procedure used, as well as the significance and anticipated consequences for the applicant;
- on the transfer of personal data to countries outside the European Union (so-called third countries) or an international organization and on appropriate guarantees for the processing of personal data provided in connection with their transfer.

The data subject also has the right to receive a copy of the processed personal data. However, the rights and freedoms of other persons may not be adversely affected by this right.

- the right to correct personal data if his personal data are inaccurate;
- the right to erasure of personal data ("right to be forgotten") if one of the following reasons is given:
  - personal data are no longer needed for the purposes for which they were collected or otherwise processed;
  - the consent to the processing of personal data is revoked and there is no other legal reason for the processing;
  - legitimate objections to the processing of personal data are raised;
  - personal data were processed illegally;
  - personal data must be deleted to fulfill a legal obligation binding the Company;
  - personal data were collected in connection with the offer of information society services to a child.
- the right to limit processing in the following cases:
  - the accuracy of the personal data is denied, for the time required for the Company to verify the accuracy of the personal data;

- the processing of personal data is illegal, but instead of deletion of personal data, restriction of their use is requested;
  - The Company no longer needs the personal data for processing purposes, but the applicant requires it for the determination, exercise or defense of legal claims;
  - an objection has been raised against processing in the case of personal data processing for the purposes of the legitimate interests of the Company, until it is verified whether the legitimate reasons of the Company prevail over the legitimate reasons of the objecting person.
- the right to data portability, i.e. the right to obtain personal data relating to him in a structured, commonly used and machine-readable format, and the right to transfer this data to another administrator (or to request the transfer of data directly by the Company to another administrator), in the event that the processing of personal data is based on consent or contract and is carried out automatically;
  - the right to object, i.e. the right to object to the processing of personal data for the purposes of the legitimate interests of the Company; and
  - the right to file a complaint with the Office for Personal Data Protection or at the competent authority of another European Union state.

Each data subject can exercise their rights by contacting the Company using the contact details below.

### **How you can contact us**

In case of any questions or comments, you can contact the Company at the above address, phone number 286 003 511 or e-mail [colas@colas.cz](mailto:colas@colas.cz) or at the address of any other location of the Company.