

DATA PROTECTION DECLARATION ON WEBSITE

Company Ekspertni softverski sustavi za podršku efikasnom razvoju talenata d.o.o. (Ltd), Andrije Žaje 61, 10000 Zagreb (hereinafter referred to as: Essperta d.o.o.) respects the privacy of its visitors and makes its Privacy Statement on the Website. This Website Privacy Statement applies only to the functioning of the website owned by Essperta d.o.o. and the ones that provide a direct link to this Statement when you click on the "Privacy Statement" at the footer of the website.

The collection, storage and transfer of personal data is carried out in accordance with the provisions of the General Data Protection Regulation and the Law on Implementation of the General Data Protection Regulation governing the protection of personal data, their transfer and the prevention of unauthorized access and use of personal data.

Collection and processing of data. Through this site, we may collect information that does not identify you ("Other Data"), such as the date and time of your visit to the site, navigating the website, as well as information about your browser. We do not associate Other Data with your personal information. This Other Data may be used and stored by Essperta d.o.o. or by its representatives, contracting parties or business partners. Other information we collect may include your IP address (a number used to identify your computer on the Internet) and other data that may be collected through our web logs, cookies, or other means (see below). We use Other Data to administer and update our website as well as for our daily business needs. Essperta d.o.o. reserves the right to maintain, update, disclose or otherwise use Other Data without restriction. All information collected will be stored and processed for the duration that will be required for the website to function, but no longer than 2 years.

Server log files. This site may use technology called "web beacons" - sometimes called "**single-pixel gifs**" - which allows the site to collect web log data. "**Web beacon**" is a graphic on a website or in an email designed to track the sites being viewed or the messages that are opened. Web log data is collected when you visit one of our websites, by a computer hosted by our website (called "web server"). Web server automatically recognizes some non-personal information such as the date and time of your visit to our site, the pages you visited, the website you came from, the type of browser you are using (e.g., Internet Explorer), the type of operating system you are using (e.g. , Windows 7), and the domain name and address of your Internet service provider. If our site uses cookies (as described below), the web server will also collect this information. We often review the server log files to determine which pages on the websites were visited, to gain a better understanding of how users use our site. This is popularly called Web Stats and allows us to maintain and improve our service. Additionally, in cases where the system is misused, we may use this information in collaboration with your ISP and/or local authorities to determine the source of any such misuse.

Cookies. This website may use technology called cookies. A cookie is a piece of information that our web server sends to your computer (in fact, in your browser file) when you access the website. Please note that restricting the use of cookies may affect the experience you will have as a visitor and may make this site (or others) unavailable to you. We use the following types of cookies on the website:

1. Google Analytics

Our web server will install a cookie on your device to help with the accuracy of a statistical program called "Google Analytics". While it may be possible to create a user profile based on the user's browsing habits based on this cookie, the cookie itself does not contain any personal data. We use these profiles to establish a common pattern for our users to navigate through the pages, which helps us maintain and improve the service we provide. This cookie will remain on your computer indefinitely, even after you leave our site.

2. Session Cookies

As you navigate through our site, there are moments that need to remember technical data about you, when moving from page to page. We use this technical data in many ways to enhance your experience as a user. This cookie does not contain any personally identifiable information and only lasts until you finish and leave the site.

Third party cookies on our site. Essperta d.o.o. does not allow third parties to place cookies on your computer through this site unless the cookies are set at our request and are then under our direct control. Then the respective third party cannot access them except in the way as provided in this statement.

Cookie refusal and/or control. Most of this site will still be visible to you even if you choose not to allow cookies to be placed on your computer; however, certain features may not be available. There are various ways to view and delete cookies that are set on your device, depending on the browser you are using. Please consult the instructions for using a browser to learn more about these methods.

IP addresses. This website collects and uses Internet Protocol (IP) addresses. An IP address is a number assigned to your computer by your Internet service provider so that you can access the Internet. Generally, the IP address changes every time you connect to the Internet (this is a "dynamic" address). However, if you are connected via broadband, depending on your individual circumstances, it is possible that your IP address we collect, or even the cookies we use, may contain identifiable data. This happens because some broadband connections do not change your IP address (they are "static") and may be connected to your personal computer. We use your IP address to record aggregate usage data and to improve our website.

International transfers. All data collected through this website may be forwarded outside the borders of the Republic of Croatia to Essperta d.o.o. related companies, business partners and representatives of Essperta d.o.o. in accordance with the Personal Data Protection Act. Furthermore, Essperta d.o.o. websites are hosted by the provider of such service in the hosting centre. This means that any data collected through this site is automatically forwarded to the respective hosting centres for maintenance.

Minors. You should be aware that this site is not intended for, or designed to attract persons under the age of 18.

Links to other sites. As a convenience to our visitors, this website may contain links to numerous sites that we believe may offer useful information. The policies and practices we have outlined here do not apply to the respective sites. We suggest that you contact the relevant sites directly to obtain information about their privacy, security, data collection and distribution policies. Essperta d.o.o. disclaims any responsibility for the actions or content of such third party sites.

Rights of individuals. Upon your request, we will allow you to gain insight into how we collect personal data relating to your personal data, to notify you whether we are keeping your personal data and which of your personal data we have stored and to allow you to copy and duplicate it. We will make it possible to print your personal information stored on a personal data collection basis and to provide you with a list of users to whom your personal data was transmitted, when it was transmitted, on what basis and for what purpose. We will make available to you information about the sources, methods and reasons of data processing, as well as technical procedures regarding the processing of personal data.

At your request, we will complete, correct, block or delete personal data relating to you if the information is incomplete, inaccurate, outdated, or if processed contrary to regulations. Upon receipt of your request, we will notify all users of personal data to whom we have provided the relevant information about such update, correction, blocking or deletion. At your request, we will at any time, temporarily or permanently, suspend the collection, processing and use of your personal data for the above purposes.

Agreement with the foregoing conditions of collection and processing of Other Data. You are aware that the processing and collection of Other Data by Essperta d.o.o. are voluntary. By using the website, you agree to this Statement of Consent to the Collection and Processing of Your Other Data, and you hereby consent to the collection and processing of your Other Data in accordance with this Statement.

If you do not agree with this statement, please stop using Essperta d.o.o. web pages immediately.

Changes to this Website Privacy Statement. We may update this Privacy Statement on the Website from time to time. When we refresh it for your own benefit, we will make the updated version available on this site. We will post a notice of amendment to this Statement on this website 30 days before the new Statement becomes effective.

Last updated: 3 May 2018

Contact information

If you have any questions about this Privacy Statement on our website or our homepage, please contact **Essperta d.o.o. Ltd., Data Protection Officer, Andrije Žaje 61, 10 000 Zagreb**, e-mail address: **dpo@infodom.hr**