

PRIVACY POLICY

GENERAL INFORMATION:

1. The Operator of the Service <http://careers.ninja> is Carrers Ninja Ltd. based in Jasionka 954, zip code 36-002 which is listed in the register of entrepreneurs of the National Court Registry by the District Court in Warsaw, XIIth Commercial Division of the National Court Register, no. NCR:0000708536, tax no.:5170385585.
2. The Service obtains information about users and their acts in the following way:
 1. By the information inserted by users into the forms voluntary.
 2. By saving cookie ("cookies") files on their devices.
 3. By storing www server logs by the hosting operator Hostovita.placability.

PERSONAL DATA:

1. Personal data provided by the User in connection with functionalities of the website <http://careers.ninja> are processed by Carrers Ninja Ltd. which is an Administrator of personal data. Contact with the Administrator can be conducted by the email address: hello@carrers.ninja.
2. The extent of processed personal data determines the extent of data provided by the User in the contact form and then sent by Carrers Ninja Ltd. Processing personal data of the User can concern email address, name and surname, phone number and IP address of User's computer.
3. Personal data of the User will be processed in order to:
 1. pursuing rules of law.
 2. making agreements, providing services electronically, especially concerning sales proposal presentation, informing about changes of the proposal and current events, training and events held by the Operator within the ran activity.
4. Personal data of the User will be processed within the period of 12 months and after this time will be deleted, unless their processing will be necessary basing on a different legal foundation.
5. Providing personal data is voluntary but lack of approval of using personal data noticed as obligatory will make providing services and implementing contracts impossible.
6. The legal foundation of processing personal data in case mentioned in section 3 no 1 is enabling legislation to process personal data crucial to acting according to law, whereas in case mentioned in section 3 no 2 and 3 it is enabling legislation to process that is crucial for pursuing an agreement when the data concern person who is the contracting party or when it is necessary to take an action before making an agreement or voluntarily expressed User's approval.
7. Personal data of User can be confided for processing in: provider of hosting for the Service and company servicing payments. Personal data gathered by Carrers Ninja Ltd. can be also facilitated to proper state authority on its demand basing on proper provisions of law or to other people and subjects - in cases envisioned by provisions of law.

8. Every subject whom Carrers Ninja Ltd. facilitates personal data of the User to process guarantees the proper level of safety and confidentiality of processing personal data. Carrers Ninja Ltd. in connection with a deed of trust confides processing personal data of the User to the subjects following corporate rules. The subject processing personal data of the User basing on the deed of trust will process personal data of the User through the agency of another subject only basing on the earlier agreement of Carrers Ninja since the GDPR take effect.
9. Facilitating personal data to unauthorized subjects according to this Policy, may take place only after the agreement of the User who this data concerns.
10. The User has a right to: delete their personal data gathered both from the system that belongs with Carrers Ninja Ltd. and from bases of a subject the Operator cooperates with, limit processing personal data, export their personal data gathered by Carrers Ninja Ltd., including gaining them in a structured form, go to law in case when the User thinks that their personal data are processed against the law and to bring law protective measure in court against watchdog and subject committing excesses.
11. In a case when Carrers Ninja Ltd. gains information about the User using the electronic service against the Rules or law, Carrers Ninja Ltd. can process personal data of the User in the extent that is necessary to determine the responsibility of the User.
12. Carrers Ninja Ltd. does not make a transfer of personal data to third countries.

INFORMATION SECURITY:

1. Carrers Ninja Ltd. uses technical and organizational means providing protection of processed personal data proper to the dangers and categories of data under protection, especially protects data technically and organizationally from being made available to unauthorized subjects, taking away by unauthorized subjects, processing against the law and changing, losing, damaging or destroying. SSL certification (Secure Socket Layer) is used for this purpose. Collected personal data of the User is stored on the protected server. Data is also secured by internal procedures of Carrers Ninja Ltd. from the extent of storing personal data and safety policy of information. Carrers Ninja Ltd. implements all the required technical means mentioned in articles 25, 30, 32-34, 35 -39 of GDPR providing increased protection and safety of processing personal data of the User.
2. Carrers Ninja Ltd. points using the Internet and service provided electronically, especially using public Wi-Fi, may be connected with certain ICT dangers such as: presence and activity of internet worms, software spyware or malware, including viruses and possibility of being exposed to cracking or phishing and many more. To gain detailed and professional information about Internet safety, Carrers Ninja Ltd. recommends consulting subjects specializing in this type of services.

INFORMATION IN FORMS:

1. The service collects information that was quoted by the user.
2. Also, the service can save information about the connection string (time indication, IP address).
3. The information quoted in the form is not redisplayed to a third-party beneficiary without user's permission.
4. The information quoted in the form can be a repertory of potential customers, registered by the Service Operator in the record kept by the General Inspector of the Privacy Law.
5. The data quoted in the form is processed with the object of the function of the actual form, eg. in order to bring off the process of registration service or trade contract.
6. The data quoted in the forms can be passed along to the technical subjects who carry some services out - it concerns information transfer about the recorded domain's owner to the subject that are operators of internet domains (Scientific and Academic Computer Network particularly), services attendant payments or other subjects that the Service Operator cooperates with.
7. The user grants processing of their personal data by filling in the form. The data is processed by Performance Labs Sp. z o.o. based in Warsaw, Księcia Józefa Poniatowskiego Alley 1, for marketing and promotional purposes according to the law of 29 August 1997 on the privacy law (i.e. Journal of Laws of the Republic of Poland of 2014, heading 1182, as amended). The data is facilitated voluntary. The user has a right to have an insight into their data and correcting it.

SERVER LOG:

1. The information about some users' actions is the subject to logging on the server. This data is used for the Service administration and providing the best hosting service possible purposes only.
2. The browsed resources are identified by URL addresses. Moreover, things that can fall within are:
 1. the time of a question advent,
 2. the time of sending a question,
 3. the name of customer's drive – the identification is pursued by the HTTP protocol,
 4. the information about errors that have occurred during pursuing HTTP transaction,
 5. the URL address of the referrer link – in case of entering the Service through the link,
 6. the information about User's browser,
 7. the information about the IP address.
3. The above data is not associated with the specific people browsing pages.
4. The above data is used for the Service administration purposes only

DATA PUBLICATION:

1. The data is subject of publication to the outside subjects for legally permissive purposes only.
2. The data allowing to identify a legal person are published by courtesy of that person only.
3. The Operator may have a duty to grant the information collected by the Service to the authorized organs in virtue of legitimate demands in the field resulting from the demand.

COOKIE FILES

I. GENERAL INFORMATION:

1. The Operator of the Service <http://careers.ninja> is Carrers Ninja Ltd. based in Jasionka 954, zip code 36-002 which is listed in the register of entrepreneurs of the National Court Registry by the District Court in Warsaw, XIIth Commercial Division of the National Court Register, no. NCR:0000708536, tax no.:5170385585.
2. The Service obtains information about users and their acts in the following way:
 1. By the information inserted by users into the forms voluntary.
 2. By saving cookie ("cookies") files on their devices.
 3. By storing www server logos by the hosting operator Hostovita.placability.

II. INFORMATION ABOUT THE COOKIE FILES:

1. The Service uses cookie files.
2. Cookie files ("cookies") are data, especially text files, which are stored in the device of Service User and are ticketed for using the sites of the Service. Cookies usually include the name of the website they come from, the time of storing on the device and the assigned number.
3. Basing on cookie files, both session and persistent ones, it is not possible to determine User's identity. Cookie mechanism does not allow to load any personal data.
4. The subject inserting cookie files in the Service User's device and having access to them is the Service Operator.
5. Service cookies are safe for User's device, especially they do not allow viruses gain entry to another software.
6. Cookie files are used for following purposes:
 1. Creating statistics which helps to understand how the Service's Users use the websites, which enables the Service to improve website's structure and content.
 2. Maintaining the Service User's session after logging in. Thanks to this solution, the User doesn't have to log in on every subpage again.
 3. Determining User's profile in order to display them personalized content in the advertising network, especially in Google.
7. Within the Service, there are used two kinds of cookie files: session cookies and persistent cookies. Session cookies are temporary files, that are stored on the User's device until they log out, leave the website or turn off the browser. Persistent cookies are stored on the User's device for a period of time that is known in cookie parameters or until deleting the by the User.
8. Files generated directly by Carrers Ninja Ltd. can not be read by other services. External cookies (cookies set by subjects cooperating with Carrers Ninja Ltd.), they can be read by external server.

9. The user can allow for using external cookies by independently changing settings of external cookies at any time by determining conditions of storing these cookies, by browser settings or service configuration.
10. Robo.soccer uses external cookies after User's approval worded by making a choice of browser settings in the option opt -out.
11. The browser usually allows storing cookie files on the User's device. Service Users can make changes in the settings in this field. The browser allows deleting cookie files. It is also allowed blocking cookie files automatically. Specific information on this subject is included in the help or the records of the browser.
12. Restrictions on cookie files usage may affect some of the functionalities of the Service's websites.
13. Cookie files stored on the User's device can be used by the advertisers and partners of the Service Operator.
14. Carrers Ninja Ltd. highly recommends reading privacy policy rules of these companies. It is helpful to get to know the rules of cookie files usage in the statistics: **PRIVACY POLICY**
GOOGLE ANALYTICS
15. Cookie files may be used by the advertising networks, Google especially, for displaying advertisements matched with the way of User's way of using the Service. For this purpose, they may save the information about user navigation path or the time of staying on the website.
16. In terms of information about User's preferences stored by Google advertisement network, the User can review and edit the information coming from cookie files with the help of the tool: <HTTPS://WWW.GOOGLE.COM/ADS/PREFERENCES/>

III. MANAGING COOKIE FILES:

1. If the User doesn't want to receive cookie files, they can change browser settings. We condition that turning the cookie files service off may inhibit or even render using websites of the Service impossible. That's because cookie files are crucial for pre certifying, safety and keeping User's preferences purposes.

THE RULES OF USING THE SERVIC

I. THE SUBJECT OF THE RULES:

1. The present rules state terms of using and working, rights and duties of the Users, duties and extent of the responsibility of the Administrator of <http://careers.ninja>.

II. THE GLOSSARY:

1. Terms used in the present document have the following meaning:
 - a) Administrator – Carrers Ninja Ltd. based in Jasionka 954, zip code 36-002 which is listed in the register of entrepreneurs of the National Court Registry by the District Court in Warsaw, XIIth Commercial Division of the National Court Register, no. NCR:0000708536, tax no.:5170385585, i.e. the subject facilitating the resources of the Service.
 - b) Service - pages and the subpages facilitated by <http://careers.ninja>.
 - c) Rules - a present document with the attachments that are their integral whole.
 - d) Services - services within the meaning of the law of 18 July 2002 on electronically supplied services consisting in content demonstration, possibility to make offers,

sales proposal presentation, searching for information, commenting and presentation of references from other services.

- e) User - legal person using the Service.

III. TECHNICAL REQUIREMENTS CONCERNING USING THE SERVICE:

1. In order to use the Service, the User needs to have a device with the Internet connection and web browser.
2. The User is responsible for device and software used for browsing the Internet efficiency, including using the Service. The User is being informed that some functions of the web browser can block triggering some of the Service's functions. That's why it's recommended to turn off every additional practicality.

IV. CONCLUDING AND DISSOLVING AN AGREEMENT ON THE SUPPLY OF SERVICES:

1. The agreement on the supply of information service is concluded by proceeding to use the Service.
2. In order to provide the required level of services, it's recommended to accept the Rules before the Administrator starts to supply the Service. In case of lack of acceptance the Rules, it's desirable to stop using the Service.

V. USER'S DUTIES:

1. The whole of the content of the Service is the exclusive possession of the Administrator or is facilitated by the agreements concluded between the Administrator and third-party beneficiaries or based on the agreements of the subjects eligible to dispose of rights to individual references. The content of the Service is under protection according to the law of 4 February 1994 on copyright and neighbouring rights.
2. The User is eligible to use the Service for personal purposes and own needs. Any use exceeding the extent mentioned before, especially indicating a commercial or gainful purpose, in particular without the Service Administrator's agreement, is prohibited.
3. The User has no right to multiply permanently, sell, facilitate or place on the market or export Service's content in any other way in the whole or in parts, in particular send or facilitate it to any information and communications technology systems, especially to a computer system or network. In terms of acceptable use, it is allowed to multiply Service's content temporally on the device which lets get to know Service's content. Any use exceeding the extent mentioned before needs Administrator's agreement.
4. The User who implements any reference to the Service that may be found a piece of work within the meaning of the law of 4 February 1994 on copyright and neighbouring rights, during using Service's practicalities facilitated by the Administrator, they give the Administrator unpaid and territorially and causally unlimited licence for further facilitation, saving, multiplying, placing on the market and attaching to other references of the references provided by the User.
5. The User hereby with the license facilitation entitles the Administrator in the field of administering the copyrights that appertain to the User as the creator, including the title to piece's integrity, the title to mark the piece with a name and a surname or a pseudonym, the right to the integrity of a form and a content of a piece.

VI. ADMINISTRATOR'S RIGHTS, DUTIES AND RESPONSIBILITY:

1. The Administrator takes responsibility for proper function of the Service.
2. The Administrator is not responsible for the content implemented to the Service by the Users or advertisers if the Administrator bans the questioned content immediately after receiving a message about a happening that violates the rights of third-party beneficiaries or breaks the Rules.
3. The Administrator can adjourn the Service temporarily, especially when it's reasoned by maintenance purposes, reconstruction of the Service or is connected with a potential danger caused by the activity of a harming software. The Administrator is eligible to adjourn or bereave the access to the Service for individual User in a case when the Administrator has noticed the cases of dealing contrary to the Rules or acts that are harming or violate the rights of third-party beneficiaries.
4. The Administrator is not responsible for breaks in the functioning of the Service caused by the factors that are not dependent on the Administrator and in cases described in the Rules.

VII. PERSONAL DETAILS, PRIVACY POLICY:

1. Present rules can be applied towards the Users who have given the Administrator their personal details and have agreed for processing of personal data by the Administrator by marking the field next to the formulary of processing of personal data agreement.
2. The Administrator acts as the administrator of personal data within the meaning of the law of 29 August 1997 on privacy law.
3. Giving the personal data by the User is voluntary. The extent of data given to the Administrator depends on the User. Email addresses, telephone numbers, names and surnames of the Users fall within the facilitated personal data.
4. It's Administrator's duty to provide safety for processing of personal data. Personal data is stored and processed with the use of both technical and organizational precautions required by the law.
5. The Administrator processes personal data of the User in the extent that is necessary for contacts concerning sales proposal presentation, informing about changes of the proposal and current events, training and events held by the Administrator within the ran activity.
6. The User is being informed about the right of the access to updating, correcting and deleting their personal data.
7. The Administrator states using cookie files which saves short data on the computer of the User or other person viewing the Service that allows thereof identification in order to optimize using the Service, choose more accurate content for the User and for statistical purposes, research, saving the settings and data provided by the User and analysing ways, methods and nature of using the Service.
8. The Administrator uses the information gathered according to the subsection no 7 for their own purposes. Facilitating the information to the third-party beneficiaries is possible only after receiving the User's agreement or because of mandatory legal provisions.
9. The User can limit or even block cookie files in the settings of browser used to view the Service. Blocking, limiting or deleting cookie files may trigger impediments or even make impossible to use the Service.

VIII. FINAL PROVISIONS:

1. The User can make a complaint on every disturbance in the performance of the Service by reporting it to the Owner of the Service. As a matter of efficient identification of a fault or abnormality in the performance of the Service, the notice of complaint should be sent without any delay after noticing the fault by the User.
2. Notices of a complaint will be considered by the Owner of the Service up to 14 days from the day of making the complaint.
3. The Rules have the force of law since the day of publishing it on the Service. The Administrator is eligible to change the Rules whereby the information on changes will be published on the websites of the Service. The changes of the Rules come into effect 7 days of the moment of publishing the information about the changed Rules or from the date stated in the changed Rules.
4. In the cases that are not regulated by the Rules, regulations of the statute of 23 April 1964 - Civil Code and the statute of 18 July 2002 on electronically supplied services will be put to use.
5. Present Rules were inserted and published on the Service on 1 October 2018.