

# **GENERAL TERMS AND CONDITIONS**

## **DATA MANAGEMENT POLICY**

Flumina Magna Korlátolt Felelősségű Társaság (Flumina Magna Limited Liability Company) (registered office: 1084 Budapest, Bacsó Béla u. 2. em. 20.; company registration number: Cg. 01-09-291557; tax number: 25831575-2-43, hereinafter: "Data Controller") as the operator of the website available under the [www.festival.work](http://www.festival.work) domain name (hereinafter: "Website"), hereby publishes its policy regarding data management performed within the framework of the Website and services related to the Website.

Flumina Magna Kft. sets as its task to find and contact those Employers where individuals applying for paid festival work (hereinafter: "Applicant") can perform tasks in a prepared manner after completing the training provided by the Employer. To achieve the above goal, Flumina Magna Kft. contacts the Applicant, gathers information about the range, nature, and type of work opportunities the Applicant is interested in, and connects the Applicant with the Employer conducting the activities they are interested in.

We hereby draw the attention of all Applicants to the fact that the Applicant will conclude the contract for the pursuit of the selected job directly with the Employer; therefore, the Applicant's personal data required for the contract will be managed by the respective Employer based on their own Privacy Policy.

By starting to use the Website, the Applicants visiting the Website accept all the conditions of these General Terms and Conditions and Data Management Policy (hereinafter jointly: "Policy"), so please read this Policy carefully before using the Website.

Applicants can provide information and data about themselves in two ways on the Website:

- Personal data expressly provided or made available during the use of the Website's services (see Chapter I).
- Information made available to the Data Controller in connection with the use of the Website, by visiting and using it (see Chapter II).

## **CHAPTER I**

### **MANAGEMENT OF DATA EXPRESSLY PROVIDED BY APPLICANTS**

#### **1.) Data of the Data Controller**

The data controller is Flumina Magna Kft.

Registered Office: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20.

Mailing Address: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20.

Company Registration Number: Cg. 01-09-291557

Authorized Representative: Nagy Réka, Managing Director

#### **2.) Scope of the managed data**

On the registration interface, the Applicant has the opportunity to provide their data so that

Flumina Magna Kft. can contact them for the purpose of recommending opportunities offered by the Employer, forwarding newsletters, and market research. During registration, the following personal data must be provided (data marked with \* are mandatory):

Data that can be provided during registration:

- Last name\*
- First name\*
- Date of birth\*
- E-mail address\*
- Phone number\*
- Citizenship\*
- Image (Photo)\*
- Gender
- FB profile link

Only persons who have reached the age of 16 are entitled to provide data on the Website.

### **3.) Purpose and duration of data management**

The Data Controller uses the data for the following purposes in connection with providing the services available on the Website:

- The purpose of data management related to Registration is the organization and performance of the job, making and maintaining contact, sending newsletters, and creating statistics, and managing the database for these purposes.

The Data Controller manages the personal data as long as the purpose of the data management exists, thus in the case of registration on the Website, until the Applicant requests the deletion of their data or withdraws their consent to the management of their personal data. The personal data will be deleted immediately upon the cessation of the purpose of data management or at the Applicant's request, except for data that the Data Controller is obliged to retain for the period specified in the legislation ordering mandatory data management based on a legal obligation.

### **4.) Legal basis for the management of personal data**

During Registration, Applicants consent to the Data Controller managing their personal data as described in this Policy. The management of personal data is based on the voluntary consent of the Applicant, given with knowledge of this information.

The Data Controller stores the personal data requested during Registration in digital form and manages this data when evaluating applications.

Applicants may only provide their own personal data on the Website. Since the Data Controller does not verify the uploaded personal data, the responsibility for the accuracy of the provided data lies with the Applicant.

### **5.) Scope of persons entitled to access personal data, data processing**

The Data Controller is entitled to access the personal data in accordance with current

legislation. The personal data may also be accessed by the Data Controller's employees and collaborators involved in achieving the data management purposes, who are in a legal relationship for work performance (assignment, entrepreneurial, cooperative, membership, etc.), and who are bound by a confidentiality obligation regarding all data they access, based on their employment contract, their contract for work performance, and the legal provisions applicable to their employment.

The Data Controller does not engage a separate organization for data processing; the data processing activity is carried out by the Data Controller itself. Data processing is performed by the Data Controller through its employees and its natural person collaborators in a legal relationship for work performance (assignment, entrepreneurial, cooperative, membership, etc.). Data is stored on servers in Hungary and is not transferred to data controllers or data processors in third countries.

In the absence of an express legal provision, the Data Controller will only transfer data suitable for the personal identification of the Applicant to third parties with the express consent of the Applicant.

## **6.) Rights of the Applicant**

Upon the Applicant's request, the Data Controller shall provide information about the personal data it manages, their source, the purpose, legal basis, and duration of the data management, the names and addresses of its data processing staff and their activities related to data management, and, in the case of data transfer, the legal basis and recipient of the data transfer. Information can be requested via e-mail at [info@festival.work](mailto:info@festival.work) and by post at the Data Controller's mailing address: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20. In both cases, with proof of identity and provision of a mailing address. The Data Controller will respond in writing within 25 (twenty-five) days of receiving the request.

The Applicant may request the rectification of their personal data (specifying the correct data) also at the [info@festival.work](mailto:info@festival.work) e-mail address or at the Data Controller's mailing address: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20., in both cases with proof of identity and provision of a mailing address. The Data Controller will promptly perform the rectification in its records and notify the data subject in writing that it has been completed.

The Applicant may request the deletion or blocking of their data, in part or in whole, at the [info@festival.work](mailto:info@festival.work) e-mail address or by post at the Data Controller's mailing address: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20., free of charge, without justification, with proof of identity and provision of a mailing address. Upon receipt of the deletion request, the Data Controller will immediately ensure the termination of data management and delete the Applicant from its records.

If the Data Controller does not comply with the Applicant's request for rectification or blocking, it will communicate the factual and legal reasons for the rejection of the request for rectification or deletion in writing within 25 (twenty-five) days of receiving the request. In case of rejection of the request for rectification or deletion, the Data Controller informs the Applicant of the possibility of legal remedy in court, as well as the option to turn to the National Authority for Data Protection and Freedom of Information.

The Applicant may object to the management of their personal data,

- if the management or transfer of personal data is necessary solely for the fulfillment of a legal obligation applicable to the Data Controller or for the enforcement of the legitimate interests of the Data Controller, data recipient, or a third party, except in cases of mandatory data management;
- if the personal data is used or transferred for direct marketing, public opinion polling, or scientific research purposes; as well as
- in other cases specified by law.

The Data Controller shall examine the objection within the shortest possible time from its submission, but no later than 15 days, make a decision on its merits, and inform the applicant of its decision in writing. If the Applicant does not agree with the Data Controller's decision, or if the Data Controller misses the above deadline, the Applicant may turn to the court within 30 days from the notification of the decision or the last day of the deadline.

## **CHAPTER II**

### **INFORMATION OTHERWISE COLLECTED IN CONNECTION WITH THE USE OF THE WEBSITE - COOKIES**

#### **1.) What information do we collect in connection with the use of the Website?**

If the Applicant does not expressly provide data or information about themselves on the Website as described in Chapter I, the Data Controller does not collect or manage any personal data relating to the Applicant in a way that would allow the Applicant to be personally identified.

The independent measurement and auditing of the Website's visitor and other web analytics data is assisted by the Google Analytics server as an external service provider. The data controller can provide detailed information on the management of measurement data at [www.google-analytics.com](http://www.google-analytics.com). These programs place so-called cookies on the user's computer, which collect user data.

By visiting the Website and pressing the "I accept" button, all Applicants consent to the Data Controller recording the data and information described in Chapter II of this Policy, and placing the cookies necessary for recording. By pressing the "I accept" button, visitors to the Website also authorize the Data Controller to use the Google Analytics and Google Remarketing programs, and consent to the monitoring and tracking of their user behavior and the use of all services provided by the programs for the Data Controller.

Such data includes data from the Applicant's login computer that is generated during the use of the Website and which the Data Controller's system records as an automatic result of technical processes. The automatically recorded data is logged automatically by the system upon visiting or leaving the Website, without any separate statement or action from the Applicant.

This data is not linked with other personal user data, meaning the Applicant cannot be identified based on this data. Such data is only accessible to the Data Controller, its employees, and its collaborators in a legal relationship for work performance. This data may be collected using

various technologies, such as cookies, web beacons, and log files.

Such data includes the following information:

- **Cookies:** Cookies are short text files that the website sends to the user's computer hard drive and contain information about the user.
- **Log files:** The internet browser automatically transmits certain other data to the website, such as the IP address of the Applicant's computer (e.g., 110.324.50.05), the type of operating system and browser program used by the Applicant, the domain name from which the user visited the website, as well as the subpages visited by the user within the website, and the content viewed on the website.

The Data Controller, similar to other internet service providers, analyzes this data to determine which areas of the Website are more popular than others. Furthermore, like other major service providers, the Data Controller also uses this data to tailor the website experience to the user's needs.

## **2.) How do we use this information?**

The data collected with the above-mentioned technologies cannot be used to identify the Applicant, and the Data Controller does not link this data with any other data that may be suitable for identification.

The primary purpose of using such data is to enable the Data Controller to operate the Website properly, which particularly requires tracking website visit data and filtering out potential misuse related to the Website's use. The Data Controller may also use the data defined in this notice to remember personal preferences (e.g., most frequently viewed content on the Website) and passwords.

In addition to the above, the Data Controller may use this information to analyze usage trends, improve or develop the Website's functions, and to obtain comprehensive traffic data about the overall use of the Website.

The Data Controller may use the information thus obtained to compile or analyze statistics related to the use of the Website, and to transmit such non-identifiable statistical data (e.g., number of visitors or registrants, most viewed topics or content) to third parties, or to publish it in an aggregated, anonymous form.

## **3.) Option to Disable Cookies:**

If you do not want the Data Controller to collect the aforementioned information about you in connection with your use of the Website, you can partially or fully disable the use of cookies in your internet browser settings, or otherwise change your cookie message settings.

In this case, however, you accept that the content displayed on the Website will not be displayed in a selective manner according to your preferences, certain services will not be available, or not in the way they would be with cookies enabled, and the Data Controller will not be able to provide the same level of website user experience.

## **4.) Cookies placed by third parties:**

The Website may contain information, especially advertisements, that originate from third parties, advertising providers, who are not affiliated with the Data Controller. It is possible that these third parties also place cookies, web beacons on the user's computer, or use similar technologies to collect data in order to send the user targeted advertising messages in connection with their own services. In such cases, data management is governed by the data protection regulations defined by these third parties, and the Data Controller assumes no responsibility for such data management.

### **III.) CHAPTER LINKS**

The Data Controller assumes no responsibility for the content, data, and information protection practices of external websites accessible as jump points from the Website. If the Data Controller becomes aware that a page or linking linked by it infringes the rights of third parties or current legislation, it will immediately remove the link from the Website.

### **IV.) CHAPTER DATA SECURITY**

The Data Controller undertakes to ensure the security of the data, to take the technical and organizational measures, and to establish the procedural rules that ensure that the recorded, stored, or managed data is protected, and to prevent its destruction, unauthorized use, and unauthorized alteration. It also undertakes to call upon all third parties to whom it transfers or provides data based on the consent of the Applicants to comply with the requirement of data security.

The Data Controller ensures that unauthorized persons cannot access, disclose, transfer, modify, or delete the managed data. The managed data may only be accessed by the Data Controller, its employees, and its collaborators in a legal relationship for work performance engaged by it; the Data Controller does not transfer the data to third parties who do not have the right to access the data.

The Data Controller will do everything in its power to ensure that the data is not accidentally damaged or destroyed. The Data Controller prescribes the above commitment for its employees participating in data management activities.

The Applicant acknowledges and accepts that in the event of providing their personal data on the Website - even though the Data Controller has modern security tools to prevent unauthorized access to or reconnaissance of the data - the protection of data on the Internet cannot be fully guaranteed. In the event of unauthorized access or data reconnaissance despite our efforts, the Data Controller is not responsible for such data acquisition or unauthorized access or for any damage incurred by the Applicant for these reasons. In addition, the Applicant may also provide their personal data to third parties, who may use it for unlawful purposes or in an unlawful manner.

Under no circumstances does the DataController collect special data, i.e., data relating to racial origin, national and ethnic minority affiliation, political opinion or party affiliation, religious or

other worldview convictions, trade union membership, health status, pathological addiction, sexual life, or criminal record, other than those listed in Chapter I, point 2.).

## **V.) CHAPTER LEGAL REMEDY OPTIONS**

The Data Controller makes every effort to ensure that the management of personal data complies with the law. If you feel we have not complied, please write to us at the info@festival.work e-mail address, or to the Data Controller's mailing address: 1084 Budapest, Bacsó Béla utca 6. 2. em. 20.

If you feel that your right to the protection of personal data has been violated, you may seek legal remedy from the competent authorities in accordance with the applicable laws:

- At the National Authority for Data Protection and Freedom of Information (address: 1125 Budapest, Szilágyi Erzsébet fasor 22/C.)
- At a court.

The National Media and Infocommunications Authority acts in matters related to electronically sent advertisements; detailed regulations can be found in Act CXII of 2011 on the Right of Informational Self-Determination and Freedom of Information, and in Act CVIII of 2001 on Certain Issues of Electronic Commerce Services and Information Society Services.

## **VI.) CHAPTER OTHER PROVISIONS**

This Policy is governed by Hungarian law, in particular the provisions of Act CXII of 2011 on the Right of Informational Self-Determination and Freedom of Information.

The Data Controller reserves the right to unilaterally modify this Policy at any time, with prior notification to the data subjects.

Budapest, February 26, 2020.

Flumina Magna Kft.  
Data Controller