

## Privacy Statement of JSTB International, s.r.o.

### We protect your personal data

We at **JSTB International, s.r.o.**, with its registered office at Petřská 1168/29, Nové Město, 110 00 Praha 1, entered in the Commercial Register maintained by the Municipal Court in Prague, Section C, Insert 255845 (hereinafter referred to as "**JSTB**") are committed to protecting personal data which has been provided to us. Protection of your personal data is important to us.

In processing personal data we proceed in compliance with applicable legislation, in particular Regulation (EU) 2016/679 of the European Parliament and of the Council 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation (hereinafter referred to as the "**Regulation**") which entered into effect on 25 May 2018.

This document informs you about the processing of your personal data: why and when we at JSTB process personal data and what personal data we process. You will find here also our contact details, should you have any questions regarding the processing of your personal data, and information about how to rectify your personal data.

We can change or update this privacy statement from time to time. Thus, we recommend that in your own interest you review this document on a regular basis to make sure that you keep yourself updated about its applicable content.

**We recommend that you carefully read this document. We have tried our best to word this statement as clearly as possible.** Nevertheless, if you still have difficulties understanding anything in this document, we will be happy to explain to you any term or relevant part.

**You can contact us at any time in writing at Petřská 1168/29, Nové Město, 110 00 Praha 1, by e-mail at [gdpr@jumping-fitness.com](mailto:gdpr@jumping-fitness.com) or by phone at +420 601 188 868.**

## Useful terms

Let us explain to you some basic terms relating to personal data protection. We believe that this explanation can help you understand better the reasons why we at JSTB employ particular procedures in processing personal data:

**"personal data"** means any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person;

**"data subject"** is an individual to whom personal data relates;

**"data controller"** means the person that determines the purposes and means of the processing of personal data and is primarily responsible for the processing. Unless otherwise provided in this statement, or in the terms and conditions of a particular contract or consent, the data controller is JSTB;

**"data processor"** is a person that processes personal data on behalf of the data controller;

**"processing"** means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

## Categories of Data Subjects

A data subject can be:

- a customer (an ordering party or an instructor) of JSTB or their employee or representative;
- a business partner (a subcontractor) of JSTB or their employee or representative;
- other person having a contract concluded with JSTB;
- visitors and other persons physically present on JSTB's premises that are monitored by CCTV;
- a JSTB's employee;
- a JSTB's job applicant.

## What personal data do we process?

We adhere to the principle of minimising the processing of personal data. We process personal data concerning you only to the necessary extent or personal data which you provide to us beyond what is absolutely necessary with your consent.

You can learn below which categories of personal data concerning you we process. The scope of personal data processed for the respective purposes is more precisely defined in the following section entitled "Why do we process your personal data?"

JSTB processes the following categories of Personal Data:

- **identification details and address:** name, surname, title, date of birth, permanent residence address, birth certificate number, image of your signature; business identification number if you are an entrepreneur, registered office and tax identification number;
- **contact details:** contact address, telephone number, fax, e-mail and other similar information;
- **other information necessary for the performance of a contract:** bank details;
- **photographs and video recordings;**
- **data following from communications;**

- [data processed on the basis of consent granted](#);
- [transaction data](#): contract number or other contract identification, information about the subject matter or performance of a contract.

### Why do we process your personal data?

We process your personal data to the necessary extent for the relevant purpose, e.g. to be able to **enter into a particular contract** with you **and to perform such a contract**. The duty to process personal data is also imposed on us by a number of **legal regulations**. For example, we must process numerous data for archiving purposes. We process some data as its processing is **necessary for the protection of our company's rights and interests protected by law**. However, processing on such grounds is limited and we carefully assess whether there is a legitimate interest. In other cases we process your data only with your **consent**.

#### [Selection procedures to fill job vacancies](#)

For the purposes of selection procedures to fill job vacancies at JSTB we collect your personal data from your CVs and also via our online job application form. We use such personal data for the purposes of a particular selection procedure and only for the period of the selection procedure. Retention of your data in the record of job candidates after the closure of a particular selection procedure and the subsequent communication with you regarding job vacancies are subject to your consent.

Legal basis:

- Negotiations on the conclusion of a contract ;
- Your consent.

#### [Human resources](#)

JSTB processes also personal data concerning its employees. Information on the processing of personal data of employees is available in a separate document entitled Employee Privacy Policy which will be obtained by employees upon the conclusion of an employment contract.

#### [Conclusion and performance of contracts with customers and instructors](#)

We process your personal data necessary for your identification for the purposes of concluding a contract, in particular a purchase contract for JSTB's products and contracts with instructors for the JUMPING training programme. We process your contact details and/or identification and contact details of customers' employees or representatives for the purposes of due performance of the contract; we also process other personal data (such as bank details) that is necessary for the performance of the contract.

Legal basis:

- Conclusion and performance of a contract.

#### [Conclusion and performance of contracts in the context of JSTB's ancillary activities](#)

We process your personal data necessary for your identification for the purposes of concluding a contract. We process your contact details and/or contact and identification details of counterparty's employees or representatives for the purposes of performing a contract; we also process other personal data (such as bank details) that is necessary for the performance of the contract. Ancillary activities include for example lease and sublease of real estate or assistance in the sale of real estate.

Legal basis:

- Conclusion and performance of a contract.

#### [JSTB's presentation and media communication](#)

For the purposes of JSTB's presentation and media communication we organise various events during which photographs and video recordings are taken or made (trade fairs, fitness parties etc.). We can then share these photographs and video recordings in social media, on our web pages or, where applicable, on web pages of our partners and in other media. We strive to minimise the processing of your personal data and to reduce to a minimum the interference with your privacy, therefore, in general, such photographs or video recordings will not readily enable identification of persons captured therein. In some cases, however, depending in particular on the kind of an event organised, it is difficult to completely prevent the taking of images enabling identification of persons captured. If in such a case where it is possible to establish your identity you have any objections to the processing of such photographs or video recordings by JSTB, you can at any time object to such processing and we will adopt necessary measures.

Legal basis:

- Our legitimate interests.

#### Communication via a web form

You can contact us with any questions or comments at any time via our website. You must fill in your name, surname, e-mail address and/or other personal data you provide to us in the contact form. We process your personal data for the purposes of handing your request or complaint or answering your question. When filling in the contact form your consent is granted to us for the processing of your personal data.

Legal basis:

- Your consent.

#### Accounting and taxes

We collect and process your identification and transaction data for the purposes of fulfilling our accounting and tax duties vis-à-vis administrative authorities imposed on us by the Act on Accounting, the VAT Act and other accounting and tax laws.

Legal basis:

- Legal compliance.

#### Security

We ensure security of physical assets, data and persons by means of security camera systems (CCTV). Cameras are installed for the purposes of protecting persons and property against unlawful acts, primarily as means of prevention and detection of robbery, burglary, theft and vandalism. Premises monitored by CCTV are always visibly marked as such and information about monitoring is always available in their vicinity. We keep CCTV recordings in secured spaces. We keep these recordings only for a reasonable period of time depending on the individual cameras and their position, however, for a maximum period of 30 days.

Legal basis:

- Our legitimate interests.

#### Exercising and/or defending our rights

If we need to legally enforce our claims and/or if we are a party to judicial proceedings and the proceedings relate to you, or if we attempt to reach an out-of-court settlement of a dispute with you or if you can provide information which is important for the resolution of a dispute, we will use, to the necessary extent, your identification details, information about the legal relationship between you and us and information relating to the performance of the contract and/or other information necessary for the protection of our rights.

**Commented [AK1]:** Please add consent to processing to the web form.

Legal basis:

- Our legitimate interests.

#### Internal administration, process optimisation, certification

Our employees process your personal data in fulfilling their obligations arising from procedures implemented at JSTB. For example, we have various approving, record-keeping and reporting systems in place. Your identification and contact details are used for the purposes of planning, managing and completing the supply of JSTB's products and services, emergency management, evaluation etc.

Legal basis:

- Our legitimate interests
- Compliance with legal obligations.

In addition to the aforementioned cases any personal data may be processed also if you voluntarily provide your personal data to us. We reserve the right to destroy unsolicited personal data. In some cases further personal data processing may occur beyond the purpose for which the personal data was originally obtained.

#### For how long do we retain your personal data?

We retain your personal data only for as long as necessary to achieve the purposes set out in this statement or to comply with our legal obligations. We have internal archiving rules in place which ensure that we do not keep data for a period longer than to what we are authorised.

The maximum period for the processing of personal data we at JSTB apply to you is 10 years from the date of termination of the legal relationship between you and JSTB or, as applicable, 10 years from the end of the taxation period during which performance was provided. The duty to retain identification and transaction data is imposed on us by the Act on Accounting, the VAT Act and other accounting and tax laws. However, we also store your personal data for the period of 10 let years on the grounds of our legitimate interests, in particular to be able to submit evidence, of required, in a potential legal dispute with regard to the statutory limitation periods under the Civil Code.

We store the data which we process with your consent for a period for which the consent has been validly granted to us. For the avoidance of doubts we retain the consent and change to or withdrawal of the consent on the basis of our legitimate interests for the entire period until the expiry of the consent and for 10 years after its expiry.

#### Are you obliged to provide your personal data to us?

Your personal data you provide to us with your consent is provided voluntarily. We require the provision of your personal data, as the processing of your personal data is necessary for the conclusion or performance of a contract, compliance with our legal obligations or protection of our legitimate interests. If you do not provide your personal data to us, we cannot conclude the relevant contract with you etc.

#### Consent

If we ask you for your consent to the processing of your personal data by JSTB, the request for your consent and/or the consent which will be provided to you for review and signing or other form of approval will be clearly formulated and provide you with an appropriate basis for your decision. You can withdraw your consent at any time with the use of the contact details stated in the introduction and at the end of this statement.

We store your personal data only for a period necessary for achieving the purposes described in this statement or the purposes of which you have been informed otherwise. This means that once your

grant your consent to the processing of your personal data to us, we will store your personal data in accordance with your consent and/or until you withdraw your consent. However, even if you withdraw your consent we may store some of your personal data for a period necessary to comply with our legal obligations and for the purposes of our defence in any legal disputes.

We will not share your personal data with third parties for their marketing purposes unless we have obtained your consent for such purposes. If you granted such consent to us but at a later point you decide that you do not wish to obtain marketing materials from a third party any longer, please contact directly the relevant third party.

### **Personal data sources**

Depending on the situation we process data we have received from you, data from publicly accessible sources and registers as well as data received from third parties (such as our business partners – investors, subcontractors etc.).

### **Disclosure and transfer of personal data**

As a matter of principle, we manage your personal data within JSTB. If necessary for achieving any of the purposes stated above, in particular if a third party possesses the requisite professionalism and expertise in a given area, your personal data is processed by such cooperating suppliers. If we designate any other party to execute certain activities forming a part of our services, such activities may involve processing of the relevant personal data. In some cases such suppliers become a data processor. Such a processor is authorised to use the data solely for the purposes of executing the activities for which it has been designated by the relevant controller. In such cases your consent is not required for the purposes of execution of processing-related activities.

Potential recipients of personal data are in particular:

- financial institutions;
- administrative authorities in complying with legal obligations laid down by the relevant legal regulations;
- a provider of occupational health and safety services;
- other parties participating in the delivery of the JUMPING training programme and the manufacture of JSTB's products;
- providers of IT services including cloud services;
- attorneys-at-law;
- auditors;
- providers of press and mailing services including couriers.

In addition to the aforementioned we transfer personal data outside JSTB only if we obtain your consent thereto or where required by law. Some public authorities and other organisations are authorised to request information concerning you.

### **Security**

We strive to ensure maximum security for your data entrusted to us. To this end we have implemented a number of technical and organisation measures which will protect your personal data against inadvertent or unlawful destruction, inadvertent loss or change, unauthorised disclosure or access and any other unlawful forms of processing.

Your personal data may be accessed only by those employees and suppliers of JSTB that need to process your personal data on our behalf and that bound to maintain security and confidentiality of your personal data under a contract.

As previously mentioned, in some cases we transfer or are obliged to transfer personal data to third parties. In such cases we choose trustworthy partners that, as we have ensured, will maintain at least the same level of personal data protection as we at JSTB do.

For transfers of personal data to administrative authorities we always use the most appropriate and secure options offered by such authorities.

Data clouds we use are only located in the EU and always ensure a high level of data security.

### Web pages

You can visit JSTB's website without being required to disclose your identity or any personal information.

### Your rights relating to personal data processing

If you exercise your rights relating to the personal data we process, we require your identification. Please note that if we are not able to verify your identity electronically or if we have a reason to be in doubt as to your identity, you will be asked to present your proof of identity or to prove your identity in an alternative manner. This is the only way for us to rule out that we do not disclose your personal information to another person and that your personal data is not altered in an unauthorised manner.

You can exercise your rights relating to the processing of your personal data also by making a request; you can find a sample form of this request on JSTB's website at [www.jumping-fitness.com](http://www.jumping-fitness.com).

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### Right for information and right of access to personal data

We respect the principle of transparency in personal data processing. In accordance with this principle we will always provide you with information about your personal data we process.

We will respond to your request as soon as possible, within one month at the latest. In more complicated cases we are authorised to extend this period by up to two months.

If you request information about the processing of your personal data we will provide you with information about the purpose of personal data processing, the personal data or, if applicable, the categories of personal data which are the subject of processing including all available information about their source, recipient or, if applicable, categories of recipients. Furthermore, you will be informed about the planned period for which your personal data will be stored, or if it is not possible to determine such period, about the criteria used to determine such period, and about your right to request rectification of erasure of your personal data or restriction of its processing or to object against the processing as well as the right to lodge a complaint with a supervisory authority.

You have the right to request from JSTB a copy of the processed personal data, unless this adversely affects the rights and freedoms of other persons. We can charge a reasonable fee taking into account the administrative costs thereof. If you submit a request in the electronic form we will provide you the information in the commonly used electronic form unless you request other form.

### Right to rectification

We strive to ensure accuracy and updatedness of your personal we process. We will try to delete or rectify any inaccurate or incomplete personal data. Please let us know, if you find out that any of the personal data concerning you that we process is incorrect or outdated. You have the right to request JSTB to rectify inaccurate personal data concerning you without undue delay. Taking into account the purposes of the processing you have the right to have incomplete personal data completed.

We cannot rectify personal data in some cases. These include in particular cases in which your inaccurate or outdated data is contained in a tax document which we archive under law.

Any rectification will be notified also to recipients to whom the personal data has been disclosed unless this proves impossible or involves disproportionate effort.

#### Right to withdraw consent to the processing of personal data

Further processing of your personal data which is undertaken on the basis of consent to the processing of personal data can be discontinued at any time by withdrawing the consent to the processing.

#### Right to erasure (right "to be forgotten")

You can also use your right "to be forgotten". You have the right to obtain from JSTB without undue delay the erasure of personal data concerning you and JSTB is obliged to erase the personal data without undue delay where one of the following grounds applies:

- a) the personal data is no longer necessary in relation to the purposes for which they were collected or otherwise processed;
- b) you withdraw consent on which the processing is based and there is no other legal ground for the processing;
- c) the personal data has been unlawfully processed;
- d) the personal data has to be erased for compliance with a legal obligation in Union or Czech law.

In such a case we will erase all your personal data which we process. An exception applies in cases where the processing is carried out under law or on grounds of our legitimate interest in the exercise or defence of legal claims.

The erasure will be notified also to recipients to whom personal data has been disclosed unless this proves impossible or involves disproportionate effort.

#### Right to restriction of processing

You have the right to request JSTB to restrict the processing in any of the following cases:

- a) you contest the accuracy of the personal data, for a period enabling JSTB to verify the accuracy of the personal data;
- b) the processing is unlawful and you oppose the erasure of the personal data and request the restriction of its use instead;
- c) JSTB no longer needs the personal data for the purposes of the processing, but you require the data for the establishment, exercise or defence of legal claims;
- d) an objection to processing has been raised pending the verification whether the legitimate interests of JSTB override your grounds of the objection.

Any restrictions will be notified also to recipients to whom the personal data has been disclosed unless this proves impossible or involves disproportionate effort.

#### Right to portability of personal data

You have the right to receive personal data concerning you which you have provided to JSTB, in a structured, commonly used and machine-readable format and the right to transmit such data to another controller without hindrance from JSTB, where:

- a) the processing is based on consent to the processing of personal data or carried out for the purposes of concluding and performing a contract; and at the same time
- b) the processing is carried out by automatic means.

In exercising your right to data portability you have the right to have the personal data transmitted directly from JSTB to another controller, where technically feasible. The right for portability of personal data may not adversely affect the rights and freedoms of others.



#### Right not to be the subject of automated decision-making including profiling

You have the right not to be the subject of any decision based solely on automated processing including profiling (i.e. any form of automated processing of personal data based on the use of the data for assessing certain personal aspects relating to you) which has legal consequence for you or which has similar significant effect on you. This right will not be used if automated decision-making is necessary for the conclusion or performance of a contract between you and JSTB or is based on your explicit consent; however, in such cases you have the right to obtain human intervention in automated decision-making by JSTB, the right to express your point of view and the right to challenge an automated decision. However, JSTB currently does not process personal data in this manner.

#### Right to object

If personal data is processed on the basis of legitimate interests of JSTB, you have the right to object to the processing of personal data concerning you for these legitimate interests. You are required to specify reasons for such objection so that we could duly consider it. Your objections and their grounds will be subsequently considered and weighed against legitimate interest of JSTB. If your reasons override the legitimate interests of JSTB, the processing of your personal data will be restricted or your personal data will be erased.

#### Right to lodge a complaint with a supervisory authority

You have the right to lodge a complaint against the processing of your personal data with a supervisory authority, namely the Czech Office for Personal Data Protection (*Úřad pro ochranu osobních údajů*), with its registered office at Pplk. Sochora 27, 170 00 Praha 7.

**You can contact us in writing with any doubts or questions you have concerning the processing of your personal data or to exercise any of the aforementioned rights at Petráská 1168/29, Nové Město, 110 00 Praha 1, by e-mail at [gdpr@jumping-fitness.com](mailto:gdpr@jumping-fitness.com) or by phone at +420 188 868.**