

Privacy Policy

This Privacy Policy explains how the provider of this website, DaVita sp. z o.o. with its seat in Wrocław, ul. Legnicka 48 bud.F (“DaVita” or “Company”), acting as controller, collects, processes and/or uses personal data on the Internet. This Privacy Policy applies to the websites offered and operated by DaVita, including but not limited to www.davita.com/pl/en. Your privacy is very important to DaVita. We understand that health is a personal, private subject, and we want you to feel comfortable visiting our websites and using our services. This Privacy Policy informs you about what personal information we collect and how we handle it.

What is 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.

Personal information we collect about you and how we use it

Contact

We collect personal information about you, such as your name, e-mail address, date of birth and zip code, only if you submit that information when contacting us for feedback. We use your personal data to respond to your questions and provide you with the specific services you select. This processing is based on your consent (Art. 6 Sec. 1(a) GDPR) or is necessary for providing our services (Art. 6 Sec. 1(b) GDPR).

The personal data collected by us from the use of the contact form will be deleted after the request has been completed.

Use of the website

If you visit our website for informational purposes, without otherwise providing us with personal information, we may automatically collect additional information about you. For example, every time you access our website, your browser automatically sends us the IP address assigned to your computer. Without the IP address, it is not possible for you to communicate with your browser and thus display our website. In addition, we or third parties on our website use cookie technologies and pixels, which have different functions and may also capture information about your IP address, your navigation of the site and the dates of access. We explain their functions and how you can disable cookies below under "Cookies".

We only use automatically captured information in order to make our website operate efficiently and offer you our services effectively.

We require the automatically collected personal data for the effective provision of our website (Art. 6 Sec. 1(b) GDPR) as well as for our legitimate interest in ensuring the stability and security of the website, Art. 6 Sec. 1(f) GDPR.

Transfer to Third Parties

We only transfer your personal data to third parties for the purposes listed below:

- if you have given express consent (Art. 6 Sec. 1(a) GDPR),
- if the transfer is required to assert, exercise or defend legal claims and there is no reason to assume that you have a predominantly legitimate interest in not disclosing your data (Art. 6 Sec. 1(f) GDPR),
- in the event that disclosure is a legal obligation (Art. 6 Sec. 1(c) GDPR), or
- if this is legally permissible and required for the performance of a contract with you (Art. 6 Sec. 1(b) GDPR) .

Transfer to third party countries

Within the scope mentioned above, it is possible that we may transfer your personal information to other countries (including non-EEA countries) that may have different privacy standards than yours. In order to provide adequate protection for data transfers, DaVita has implemented the appropriate safeguards as required by applicable laws. We transfer your Personal Information to USA based on standard contractual clauses approved by the European Commission (standard contractual clauses for data controllers 2004/915/EC and standard contractual clauses for Processors 2010/87/EU).

Links to third party Websites

Some of our websites provide links to third party websites. DaVita cannot guarantee that such websites are subject to the same policies or standards as the DaVita websites. If you visit any third party website, this Privacy Policy will not apply. Please consult the privacy policy of each site you visit.

In addition, our websites partially contain embedded third-party content. In order to display this content, it is technically necessary that your IP address is transmitted to the respective third party. We endeavor to use only content whose respective providers use the IP address only for the delivery of this content. However, we do not have any influence on these third party providers' use of your IP address— for example, for statistical purposes. We will inform users of such proceedings to the extent we have knowledge of them.

Cookies and other information we collect

We use cookies to improve your experience when using our websites. Cookies are small files that your Internet browser stores on your terminal and which help us to make our websites more usable for you. Cookies also help us to generate dynamic content on our websites that may be of interest to you and, further, to statistically monitor how many people are using our websites and when which actions are being taken. We may also use cookies to determine the popularity of certain content of our websites.

Further Information on cookies is provided in our [Cookie Policy](#).

Most browsers offer instructions on how to disable cookies on your terminal, for example in the “Help” section of your browser. If you do not allow us to use cookies, some of the functions of our website may not work properly. It is also technically necessary that you individually prevent the use of cookies for each device that you want to use for accessing our websites.

We do not link information from cookies to other personal information without your permission and do not use cookies to collect or store personal health information about you. We do not transmit information generated from cookies to third parties.

Please note: We use the following third-party services that use cookies:

Google Analytics

DaVita websites use Google Analytics, a web analysis service provided by Google Inc. (“Google”). Google Analytics uses cookies to analyze your use of our websites. The information generated by the cookie about your use of this website and your IP address is processed by Google in pseudonymous user profiles only because we have activated the IP anonymizer offered by Google for Member States of the European Union or other contracting states to the Agreement on the European Economic Area. Google will use this data on behalf of DaVita to analyze your use of the website, compile website activity reports, and render further services relating to website use and Internet use to the website operator.

The IP address that is transmitted by your browser in Google Analytics will not be joined with other Google data. You can prevent the cookies from being stored by changing your browser settings. You can also opt out from the collection of the data generated by the cookie and relating to your use of the website and the processing of such data by Google by downloading and installing the browser plugin available at the following link: <http://tools.google.com/dlpage/gaoptout?hl=de>.

How we protect your personal information

We use secure socket layer technology to encrypt your personal information when you enter personal information using the forms on our website. This technology protects your personal information as it is being transmitted over the Internet from your computer to our servers. To protect our server environment, we maintain an ongoing risk management program and use adequate industry standard practices and technologies to ensure your information is well secured.

Rights of Data Subjects

As a user of this website you have, among others, the following rights concerning your personal data:

- a right to information about your personal data stored by DaVita,
- a right to the rectification, erasure, or the restriction of processing of your personal data,
- a right to object to the processing of your personal data,
- a right of data portability of your personal data, and
- a right to lodge a complaint with a supervisory authority.

Processing of personal data of senders and recipients of electronic communication

DaVita is the controller of your personal data provided in relation to the electronic communication with the Company.

We process your personal data for purposes resulting from the subject of communication, including in particular those related to our business activity (Article 6 sec.1 (f) of the GDPR). Moreover, in certain cases, the processing of your data may be necessary to pursue our legitimate interests in ensuring IT and information security (including monitoring of correspondence and activity of the Company's employees), as well as risk management and internal control of the Company, internal reporting within the Company and DaVita Group, and if applicable, for possible pursue and defense against claims by the Company.

Providing personal data is voluntary and is not a contractual or statutory requirement (except for data necessary to conclude a contract as a result of correspondence or necessary to perform the abovementioned statutory obligations). In specific cases, providing personal data might be necessary to pursue purposes resulting from the Company's legitimate interests indicated therein.

Your personal data may be shared with entities supporting the Company in its business processes and activities, including entities processing personal data on behalf of the Company, as well as entities from the DaVita Group to the extent necessary to receive, to appropriately address and to answer to this communication. Besides above cases, your personal data will not be shared with third parties, unless the obligation to disclose will result from the provisions of law or it will be based on your consent.

If the processing involves the transfer of your personal data to a country outside the EEA, the Company will address any applicable requirement to assure an adequate level of data protection before transferring Personal Information, by assuring the execution of appropriate data transfer agreements or confirming other controls, in particular by using one of the safeguards indicated in art. 45-49 of the GDPR. Details on the

transfer of your personal data to third countries, the safeguards applied to such transfer, as well as a copy of such safeguards can be obtained by contacting the Company via contact details provided in this notice.

Personal data will be stored for period of corresponding or for the period of performing actions resulting from the subject of correspondence (i.e. performance of a contract, organization of events). In the remaining scope, the data will be stored for a period required by law provisions and for the period in which eventual claims against the Company may be pursued.

Your personal data will not be used for profiling you or for automated decision-making in relation to you. you have: (i) the right of access to the personal data, including a right to obtain a copy of such data; (ii) the right to obtain the rectification (correction) of the personal data; (iii) the right to obtain the erasure of the personal data („the right to be forgotten”); (iv) the right to restrict processing of personal data; (v) the right to receive or transmit the personal data (on condition that processing is based on agreement concluded with you or based on your consent) (“the right to data portability”), and (vi) the right to object to processing of personal data. Notwithstanding the above, you are entitled to lodge a complaint to relevant supervisory authority.

Vendors privacy notice

1. *What Personal Information do We process?*

We may process the following categories of Personal Information in connection with our relationship with you or with the organization in the name of or on behalf of which you are acting or for whom you are working or providing services to. This information may vary depending on your role towards DaVita.

- a) **If you are individual supplier or individual contractor, or potential individual supplier or potential individual contractor of DaVita,** We process the following categories of your Personal Information data:

Master data: identification data, contact details, business related data, national identification, signature;

Contract details: all personal data related to conclusion and performance of the contract and our business relationship with you.

Compliance data: data disclosed as a result of compliance with internal policies and procedure of DaVita.

- b) If you are employee of contractor or supplier or potential contractor or supplier of DaVita, or individual contractor providing services to contractor or supplier or potential contractor or supplier of DaVita or a person acting in the name of or on behalf of DaVita's contractor or supplier, or potential contractor or supplier, We process the following categories of your Personal Information:

Master data: identification data and work contact details.

Compliance data: data disclosed as a result of compliance with internal policies and procedure of DaVita.

2. What is the source of my Personal Information?

In case your personal data has not been obtained directly from you, it has been obtained by DaVita from DaVita's supplier or contractor, in the name of or on behalf of which you are acting or for whom you are working or providing services to. Your personal data could have been also obtained from the Internet websites of such company or from publicly available registers.

3. For what purposes do We use and process Personal Information and what is the legal basis of the Processing?

We process your Personal Information for the purposes listed below and based on the following legal bases:

3.1 If you are individual supplier or contractor, or potential supplier or contractor of DaVita, We will process your personal data:

- a) **Necessity to conclude and perform the agreement (Article 6 Section 1 (b) of GDPR)** to which you are a party.

DaVita processes your Personal Information, in particular your master data and contract details as well as other data provided by you, in connection with activities aimed at concluding a contract with you, including taking all necessary steps at your request prior to concluding the contract.

- b) **Necessity for compliance with a legal obligation (Article 6 Section 1 (c) of GDPR) - to fulfill the legal obligations of DaVita**

DaVita processes your Personal Information in particular your master data and contractual details in particular to keep records for tax purposes, to issue and store invoices, as well as to provide information to public administration or law enforcement authorities.

c) **Necessity for the purposes of our legitimate interests (Article 6 Section 1 (f) of GDPR)**

- **To ensure physical security** at DaVita's office and premises, DaVita may process your master data.
- **For the purposes of establishing, exercising and defending legal claims** DaVita will process in particular your master data, contract details, compliance data and other data provided by you.
- **To maintain information technology ("IT") systems claims** DaVita may process your master data and contract details.
- **Where applicable for internal reporting** within DaVita or to DaVita's parent company DaVita, including management reporting and reporting of information on irregularities in the field of accounting, internal accounting controls, auditing matters, combating bribery and banking and financial crimes, DaVita may process in particular your master data, contract details and compliance data.
- **Where applicable to monitor and detect irregularities** in the field of accounting, internal accounting controls, auditing matters, potential conflict of interest, ethical violations or accepting property benefits and combating bribery and banking and financial crimes (whistleblowing), DaVita may process your master data, contract details and compliance data.
- **Conducting BI analysis** for internal monitoring of the quality of treatment and reporting in the case of external monitoring, DaVita may process in particular your master data and contract details.
- **For purposes related to business development**, DaVita may process in particular your master data, contract details and compliance data.
- **For the purpose of verification of contractors** before entering into a contract in order to detect risks and fulfil obligations resulting from belonging to a capital group, DaVita may process in particular your master data, contract details and compliance data.

If you are employee of contractor or supplier or potential contractor or supplier of DaVita, or individual contractor providing services to contractor or supplier or potential contractor or supplier of DaVita or a person acting in the name of or on behalf of DaVita's contractor or supplier, or potential contractor or supplier:

- a) **Necessity for compliance with a legal obligation (Article 6 Section 1 (c) of GDPR) - to fulfill the legal obligations of DaVita**

DaVita processes your Personal Information in particular your master data in particular to keep records for tax purposes, to issue and store invoices, as well as to provide information to public administration or law enforcement authorities.

b) **Necessity for the purposes of our legitimate interests (Article 6 Section 1 (f) of GDPR)**

- **To conclude and perform the agreement** with our contractor or supplier, or potential contractor or supplier, DaVita may process your master data.
- **To handle inquiries or other types of messages** related to our contractual relationship with our contractor or supplier, or potential contractor or supplier, DaVita may process your master data.
- **To ensure physical security at DaVita's office and premises**, DaVita may process your master data.
- **For the purposes of establishing, exercising and defending legal claims**, DaVita will process in particular your master data, compliance data and other data provided by you.
- **To maintain information technology ("IT") systems**, DaVita may process your master data.
- **Where applicable for internal reporting within DaVita** or to DaVita's parent company DaVita, including management reporting and reporting of information on irregularities in the field of accounting, internal accounting controls, auditing matters, combating bribery and banking and financial crimes, DaVita may process your master data and compliance data.

Where applicable to monitor and detect irregularities in the field of accounting, internal accounting controls, auditing matters, potential conflict of interest, ethical violations or accepting property benefits and combating bribery and banking and financial crimes (whistleblowing), DaVita may process your master data and compliance data.

- **Conducting BI analysis** for internal monitoring of the quality of treatment and reporting in the case of external monitoring, DaVita may process your master data.
- **For purposes related to business development**, DaVita may process your master data.
- **For the purpose of verification of contractors** in order to detect risks and fulfil obligations resulting from belonging to a capital group, DaVita may process in particular your master data and compliance data.

DaVita will not process Personal Information for any other purpose incompatible with the purposes outlined in this section, unless it is required or authorized by law, or as authorized by you.

4. Under what conditions is Personal Information transferred to third Parties?

DaVita may transfer Personal Information to third parties for purposes as described in Section 3 as follows:

- **DaVita International Limited** hosts its central global management functions in London and is the headquarters of global operations. It utilises data centres in Frankfurt and London and may also transfer your Personal Information to DaVita Inc which is headquartered in Denver, Colorado (USA) and utilises data centres in the USA.
- **Regulators, authorities, and other third parties.** As necessary for purposes described above in Section 3, Personal Information may be transferred to regulators, courts, and other authorities (e.g. tax and law enforcement agencies), independent external advisors (e.g., auditors), including entities in the jurisdictions where DaVita or DaVita Inc. is located.
- **Other Third parties.** If permitted by applicable law and as necessary for purposes described in Section 3 above, Personal Information may be shared with one or more third parties to process Personal Information on behalf of DaVita and will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Information, and to process the Personal Information only as instructed.

5. Under what conditions is Personal Information transferred to third countries?

In order to provide adequate protection for data transfers, DaVita has implemented the appropriate safeguards as required by applicable laws. We transfer your Personal Information to USA based on standard contractual clauses approved by the European Commission (standard contractual clauses for data controllers 2004/915/EC and standard contractual clauses for Processors 2010/87/EU) Details on the transfer of your Personal Information to third countries, the safeguards applied to such transfer, as well as a copy of such safeguards can be obtained by contacting Us using the contact details provided in this Contractor Privacy Notice (civil law contracts).

6. What security measures does DaVita implement?

DaVita implemented appropriate technical and organizational security measures to safeguard Personal Information following industry best practice. We ensure the confidentiality and protection of all data is preserved through compliance with legal requirements and data protection legislation.

7. How long your Personal Information will be stored?

The retention of your Personal Information takes place in accordance with legal retention requirements. Your Personal Information will be processed for the period necessary for purposes indicated in Section 3. We will retain your Personal Information for the period defined in our retention schedule unless we agree with you otherwise or we are required due to legal requirements.

8. *What are Your rights?*

Under the applicable laws, you have the following rights, among others, concerning your Personal Information:

- **a right to information about your Personal Information** stored by DaVita i.e. the right to access your Personal Information and the right to obtain a copy of this data;
- **a right to the rectification (amendment) of your Personal Information** – if the data is inaccurate or incomplete;
- **a right to request erasure of your Personal Information (the so-called "right to be forgotten")** – in particular if the data is stored unlawfully or the reason or purpose for its collection and storage ceased to exist;

a right to obtain restriction of processing of your Personal Information – in particular – if the data is inaccurate, processed unlawfully or when We no longer need to process your Personal Information, and you oppose to the deletion of such data;

- **a right of data portability of your Personal Information** – if (i) the processing takes place on the basis of an agreement concluded with you or on the basis of your consent , and (ii) the processing is carried out by automated means; and
- **a right to lodge a complaint with a supervisory authority** – i.e. the President of the Personal Data Protection Office

If We have requested your consent for specific processing activities, you have the right to withdraw consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

If you wish to ask DaVita a question or would like to exercise any of your rights, you may contact Us using contact details listed at the bottom of this notice.

9. *Can I object to the processing of my Personal Information?*

You have the right to object to the processing of your Personal Information, including profiling, when: (i) there are grounds relating to your particular situation, and (ii) data processing is based on the necessity for purposes of the legitimate interest pursued by DaVita, referred to in Section 3.1 letter c) and Section 3.2 letter b) above. (Article 6 Section 1 (f) of GDPR).

10. Am I obliged to provide my Personal Information?

- a) **if you are individual supplier or contractor, or individual potential supplier or contractor of DaVita**, providing your Personal Information is a condition for entering into and performance of the agreement between DaVita and you, as a person conducting business activity. Providing your personal data may also be necessary to fulfill a legal obligation of DaVita. In such case, if you do not provide all the necessary information, it will be an obstacle to enter into and perform the agreement.
- b) **if you are employee of contractor or supplier or potential contractor or supplier of DaVita, or individual contractor providing services to contractor or supplier or potential contractor or supplier of DaVita or a person acting in the name of or on behalf of DaVita's contractor or supplier, or potential contractor or supplier**, and you provided your Personal Information directly to DaVita, providing your Personal Information may be necessary to pursue legitimate interests by DaVita, including entering into and performance of the agreement between DaVita and that person. In such case, if you do not provide all the necessary information it may, depending on the circumstances, constitute either a difficulty or an obstacle in entering into and performance of the agreement.
- c) **provision of other Personal Information is voluntary** however, if you do not provide such data, it may have an impact on provision of services to DaVita.

Job Candidate Privacy Notice

1. What Personal Information do We process?

We may process the following categories of Personal Information in connection with your recruitment:

- **Master data:** identification data and contact details provided by you;
- **Qualifications and Licenses:** data related to your professional qualifications, prior employment and education history, information concerning the right to exercise the profession and validity of such right (if you apply for the position of a nurse or a medical doctor);
- **Compliance data:** data disclosed as a result of compliance with internal policies and procedure of DaVita;
- **Other data provided by you:** Personal Information, other than the above, provided by you in the recruitment process, in particular in your application documents, including CV, recommendation letters etc.

2. What is source of my Personal Information?

If your Personal Information has not been collected directly from you, your Personal Information has been obtained from a recruitment agency supporting our recruitment processes.

3. For what purposes do We use and process Personal Information and what is the legal basis of the Processing?

DaVita will process your Personal Information for the specific purpose outlined in this section (“**Recruitment Purposes**”). In order to carry out the recruitment process, We process your Personal Information for the purposes and based on legal bases listed below:

a) Necessity to conclude and perform the agreement (Article 6 Section 1 (b) of GDPR)

We process your Personal Information, in particular your master data, qualifications and licenses, as well as other data provided by you, in connection with activities aimed at concluding a labour contract or other civil law contract with you, including taking all necessary steps at your request prior to concluding the contract.

b) Necessity for compliance with a legal obligation (Article 6 Section 1 (c) of GDPR)

In some cases, We process your Personal Information to comply with applicable provisions of law, such as labour laws or laws on medical professions, i.e.:

- **To carry out the recruitment process** aimed at concluding a labour law contract, We are obliged to process your Personal Information in the scope indicated in art. 22¹ of the Labour Code (master data, qualifications and licenses).
- **To prevent discrimination in recruitment process**, We process in particular your master data, qualifications and licenses, as well as other Personal Data provided by you.
- **To meet specific law requirements in recruitment for selected positions**, in particular for the position of nurse or medical doctor, We are obliged to process information on your qualifications and licenses, in particular information concerning the right to exercise the profession and validity of such right.
- **To respond to any inquiries from public authorities**, including inquiries to inspect the DaVita’s documentation, in particular the recruitment documentation, as well as to share such documentation with public authorities, We process in particular your master data, qualifications and licenses, as well as other Personal Data provided by you.

c) Necessity for the purposes of our legitimate interests (Article 6 Section 1 (f) of GDPR)

- **To ensure physical security** at the DaVita’s office and premises, We will process in particular your master data.

- **Where applicable for internal reporting**, within DaVita or to DaVita's parent company DaVita, including management reporting and reporting of information on irregularities in the field of accounting, internal accounting controls, auditing matters, combating bribery and banking and financial crimes or in order to verify whether you have applied for the position at DaVita within previous 12 months, DaVita may process your master data and compliance data.
- **Where applicable for the purposes of establishing, exercising and defending legal claims**, DaVita will process in particular your master data, qualifications and licenses data, compliance data and other data provided by you.

d) Your consent (Article 6 Section 1 (a) of GDPR)

With regard to other data provided by you, exceeding the scope of data:

- indicated in art. 22(1) of the Labour Code (master data, qualifications and licenses) - when recruitment is aimed at conclusion of labour law contract;
- necessary for taking all necessary steps at your request prior to concluding the contract, as well as to conclude the contract - when recruitment is aimed at conclusion of other civil law contract;

these data are processed in order to carry out the recruitment process based on your consent, expressed by providing these data to Us, in particular by sending your application documents, including CV, recommendation letters etc.

In other situations, if We wish to process your Personal Information and We cannot rely on other legal basis, We may ask you to provide your consent to process your personal data for a specific purpose. In such case, your Personal Information will be processed to the extent and for the purpose specified in the consent. In particular, We may ask you to provide your consent for the processing of your Personal Information for the purposes of future recruitments, for the period of time indicated in the consent.

Whenever your Personal Information is or will be processed based on your consent, you can withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

DaVita will not process Personal Information for any other purpose incompatible with the purposes outlined in this section, unless it is required or authorized by law, or as authorized by you.

4. Under what conditions is Personal Information transferred to third parties?

DaVita may transfer Personal Information to third parties for Recruitment Purposes as described in Section 3 as follows:

- a) **DaVita International Limited** hosts its central global management functions in London and is the headquarters of global operations. It utilises data centres in Frankfurt and London and may also transfer your Personal Information to DaVita Inc which is headquartered in Denver, Colorado (USA) and utilises data centres in the USA.
- b) **Regulators, authorities, and other third parties:** If required or permitted by applicable law, Personal Information may be transferred to regulators, courts, and other authorities (e.g. tax, social security and law enforcement agencies), independent external advisors (e.g. auditors) in the jurisdictions where DaVita or DaVita Inc. is located.
- c) **Other Third parties.** If permitted by applicable law and as necessary for Recruitment Purposes, Personal Information may be shared with one or more third parties to process Personal Information on behalf of DaVita and will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Information, and to process the Personal Information only as instructed.

5. Under what conditions is Personal Information transferred to third countries?

In order to provide adequate protection for data transfers, DaVita has implemented the appropriate safeguards as required by applicable laws. We transfer your Personal Information to USA based on standard contractual clauses approved by the European Commission (standard contractual clauses for data controllers 2004/915/EC and standard contractual clauses for Processors 2010/87/EU) Details on the transfer of your Personal Information to third countries, the safeguards applied to such transfer, as well as a copy of such safeguards can be obtained by contacting Us using the contact details provided in this Job Candidate Privacy Notice.

6. What security measures does DaVita implement?

DaVita implemented appropriate technical and organizational security measures to safeguard Personal Information following industry best practice. We ensure the confidentiality and protection of all data is preserved through compliance with legal requirements and data protection legislation.

7. How long your Personal Information will be stored?

We will process your Personal Information in accordance with our retention schedule for the period of recruitment for a given position, and after its completion, for as long as needed to assess the correctness of the recruitment carried out and to verify the repeatability of candidates' applications, but not longer than for the period of 12 months after you made an application, unless we are required differently due to legal requirements.

8. What are your rights?

Under the applicable laws, you have the following rights, among others, concerning your Personal Information:

- **a right to information about your Personal Information** stored by DaVita i.e. the right to access your Personal Information and the right to obtain a copy of this data;
- **a right to the rectification (amendment) of your Personal Information** – if the data is inaccurate or incomplete;
- **a right to request erasure of your Personal Information (the so-called "right to be forgotten")** - in particular if the data is stored unlawfully or the reason or purpose for its collection and storage ceased to exist;
- **a right to obtain restriction of processing of your Personal Information** – in particular if the data is inaccurate, processed unlawfully or when We no longer need to process your Personal Information, and you oppose to the deletion of such data;
- **a right of data portability of your Personal Information** – if (i) the processing takes place on the basis of an agreement concluded with you or on the basis of your consent and (ii) the processing is carried out by automated means; and
- **a right to lodge a complaint with a supervisory authority** – i.e. the President of the Personal Data Protection Office.

If We have requested your consent for specific processing activities, you have the right to withdraw consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

If you wish to ask DaVita a question or would like to exercise any of your rights, you may contact Us using contact details at the bottom of this notice.

9. Can I object to the processing of my Personal Information?

You have the right to object to the processing of your Personal Information, including profiling, when: (i) there are grounds relating to your particular situation and (ii) data processing is based on the necessity for purposes of the legitimate interest pursued by DaVita, referred to in Section 3 letter c) above (Article 6 Section 1 (f) of GDPR).

10. Am I obliged to provide my Personal Information?

- a) **provision of your Personal Information is necessary**, to the extent of your master data and qualifications and licenses, in order for Us to conduct activities aimed at concluding a labour contract with you, including taking all necessary steps at your request prior to concluding the contract. If you do not provide all the required personal data, depending on the circumstances, it may be an obstacle or impediment, when considering your application as part of the recruitment process;
- b) **provision of other Personal Information is voluntary** however, if you do not provide such data, it may have an impact on your application.

Children's privacy

DaVita's websites are intended for adults and are not intended for use by children. DaVita will not collect personal information from any person whom we know to be under 18 years old.

Retention periods

Unless specified in this Statement, we will store your personal information only for as long as necessary to fulfill the purpose for which it was originally collected and, if applicable, as long as required by law

How to contact us for questions and complaints

If you have a question about DaVita's Privacy Policy, wish to request any information, or wish to make a complaint about an infringement of your privacy, you may contact DaVita sp. z o.o., ul. Legnicka 48 bud.F, 54-202 Wrocław, which represents us in data privacy matters in Poland.

Our contact information is:

DaVita sp. z o.o.

ul. Legnicka 48 bud. F

54-202 Wrocław

E-mail: PL_IOD@davita.com

Changes to this Privacy Policy

We reserve the right to change this Privacy Policy as we update our website. Please visit this website regularly and to review the current privacy policy. The last update took place November 14th, 2019.