

**Terms of use of the website
www.bls-group.pl**

1. The owner of the website www.bls-group.pl, hereinafter referred to as the Website, is Piotr Sobczyk, running a business under the name Business Line Support Piotr Sobczyk, based in Warsaw 02-122, Poland, 3/62 Sierpińskiego Street, entered into the register of the Central Registration and Information on Economic Activity, entered into the National Register of Employment Agencies under number 13505, entered into the National Register of Training Institutions; VAT number: PL6291045541, hereinafter referred to as Business Line Support.
2. The Regulations specify the conditions under which Business Line Support provides the possibility of using the Website, including the content, tools and services provided therein.
3. Use of the Website by its user is tantamount to acceptance of the terms and conditions contained in these regulations. If you do not agree to the terms and conditions contained in the regulations, further use of the Website is unacceptable and the visitor to the Website is obliged to leave it immediately.
4. The rights to the Website and the content made available through it are the property of Business Line Support.
5. Services and content published on the Website are available to all visitors, with the exception of services or content that require registration by completing and submitting an application form, as clearly indicated by the content of the relevant subpage of the website.
6. Completing and sending the application form in the recruitment process does not require the Website user to create an account, register or log in.
7. If the user purchases a consulting, advisory or training service offered directly through the Website, the user is obliged to register appropriately and provide the necessary data that will enable clear identification of the buyer.
8. Pursuant to Art. 27 of the Act on Consumer Rights of May 30, 2014, Journal of Laws 2014 item 827 A consumer who has concluded a distance or off-premises contract may withdraw from it within 14 days without giving a reason and without incurring costs, except for the costs specified in Art. 33, art. 34 section 2 and art. 35. For this purpose, a declaration should be sent at least by e-mail to the following address: biuro@bls-group.pl, containing both the intention to withdraw from the contract and data enabling the user to be clearly identified.
9. At the same time, in the case of offering and individual sale via the Website of consulting, advisory or training services, organized in a group formula, Business Line Support reserves the right to withdraw from concluded contracts if as a result of:
 - a. the actions taken and within the specified deadline, it was not possible to collect the minimum sufficient number of users constituting the group
 - b. the user or users exercising the right to withdraw from the contract referred to in point 8, the number of participants constituting a group no longer constitutes a minimum sufficient number of users
 - c. extraordinary situations or for reasons beyond the control of Business Line Support that prevent the provision of the serviceabout which it will immediately notify users who have purchased a specific service and individually agree on the refund of the funds paid within a period no longer than 14 days.
10. Upon correct completion of the application or contact form, acceptance of the regulations, by selecting the appropriate selection button and sending a message by the user, a contract for the provision of services is concluded regarding the processing of the user's personal data, in

relation to the sent inquiry or as part of the Business Line Support run by and indicated by user of the recruitment, training or delegation of a temporary employee project.

11. By completing and sending the application form, the user declares that:
 - a. the data provided therein is complete, consistent with the facts and does not violate any rights of third parties
 - b. is of legal age and fully authorized to conclude a contract for the provision of services
12. Depending on the nature of the project being conducted or the message received from the Website user, Business Line Support acts as the Personal Data Administrator or Personal Data Processor, in accordance with the Act of August 29, 1997 on Personal Data Protection; uniform text: Journal of Laws Laws of 2002 No. 101, item 926, as amended) hereinafter referred to as the Act and in accordance with the guidelines set out by Regulation (EU) 2016/679 of the European Parliament and of the Council 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 (GDPR - General Data Protection Regulation). Detailed information in this regard is included in the Privacy Policy.
13. The processing of personal data obtained from the user takes place on the basis of a legitimate interest and as part of the legal obligation imposed on the Personal Data Administrator and Personal Data Processor, resulting from contracts, the Labor Code and other regulations regarding recruitment, training and employment, for the period specified by law and in accordance with Business Line Support's personal data processing policy.
14. The processing of the user's personal data is carried out in order to carry out the recruitment, training or delegation of a temporary employee, in which the user actively participates by voluntarily providing his or her personal data.
15. Only the scope of personal data related to the implementation of a specific recruitment, training or delegation process of a temporary employee is processed.
16. The user providing his or her personal data has the right to access, rectify, transfer, limit and delete his or her personal data held by Business Line Support, which can be exercised by contacting Business Line Support by e-mail at the following e-mail address: biuro@bls-group.pl, as well as the right to lodge a complaint with the President of the Personal Data Protection Office.
17. When using the Website, cookies are installed in the user's IT system for statistical, marketing, advertising and user identification purposes. More information about cookies used by Business Line Support is available in the Privacy Policy available on the Website.
18. Users of the Website have the right to use the materials made available via it only within the scope of the so-called fair use, regulated by the provisions of the Act on Copyright and Related Rights (Journal of Laws of 2006, No. 90, item 631, as amended).
19. The Website is used via the publicly available Internet, which does not guarantee the reliability or confidentiality of communication between the user and Business Line Support, including the content of transmitted information and the confidentiality of the user's data.
20. Business Line Support makes every effort to ensure the continuous and full availability of the Website at all times, but at the same time does not guarantee and is not responsible for their temporary unavailability.
21. The use of the Website and the content, tools or services contained therein is permitted only for your own use, for purposes consistent with the purpose of the Website and with the

provisions of law, regulations and good practices. In particular, they are not permitted to be used in any organized commercial or non-profitable activity without the written consent of Business Line Support.

22. Complaints and comments regarding the functioning of the Website and available content, tools and services should be submitted electronically to the following e-mail address: biuro@bls-group.pl. The report should include at least the name, surname, e-mail address, as well as a detailed description of the circumstances and irregularities that are the reason for the report. Otherwise, Business Line Support may leave the report unrecognized. Complaints will be considered within 7 business days from the date of their receipt. The person submitting the complaint will be informed by e-mail about the resolution of the complaint.
23. Business Line Support makes every effort to ensure that the content posted on the Website is up-to-date, accurate and available on a continuous basis, however, Business Line Support is not responsible for any consequences resulting from the content being outdated, irrelevant, inaccurate or inconsistent with the actual state, as well as their unavailability. at any time, including any consequences resulting from your reliance on this content.
24. Business Line Support makes every effort to ensure that the Website is free from malware, but Business Line Support is not responsible for the consequences of using the Website on the user's IT system, technical infrastructure and databases.
25. Business Line Support is not responsible for the correct operation of the operators providing connection to the Website, both on the part of Business Line Support and the people using the Website.
26. Business Line Support is not responsible for the consequences of incorrect use of the Website, including the consequences of blocking or canceling user activities on the Website.
27. Business Line Support is not responsible for the legal, financial or any other consequences of the user's use of the information posted on the Website. Business Line Support is not liable for any damages or losses to the user or third parties related in any way to the use of this information, including to make decisions in an individual case. Your use of the Website is at your own risk.
28. Business Line Support reserves the right to change the regulations at any time, to the extent and without the need to inform the Website users, and the changes introduced come into force when the new version of the regulations is published on the Website. If you do not agree to the new terms and conditions of use of the website contained in the published regulations, further use of the Website is not permitted.
29. Business Line Support may at any time change the scope or type of content available on the Website, as well as extend, change, limit or discontinue offering them, both for some functionalities and all tools or services available on the Website.
30. Business Line Support reserves the right to a binding interpretation of the content of the regulations.
31. Business Line Support is not responsible for the content, operation and security of websites or websites belonging to other entities to which links are posted on this Website. These sites operate independently and are not controlled in any way by Business Line Support. We recommend that you read the privacy policy and terms of use after navigating to other websites.

32. Any comments, questions or doubts regarding the functioning of the Website may be submitted electronically to the following e-mail address: biuro@bls-group.pl
33. Any disputes arising from the use of the Website that are not resolved amicably will be resolved by the common court having jurisdiction over the seat of Business Line Support.

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