**GTEM.pl website privacy and cookies policy**

The following is the privacy and cookies policy describing the handling of personal data and the use of cookies and other technologies on the website [www.gtem.pl](http://www.gtem.pl)

The administrator of the website is:

Gaming Tech Esports Media S.A. Szafarnia 11 / F8, 80-755 Gdańsk, Polska, NIP: 5833403291. Contact with the administrator is possible at kontakt@gtem.pl.

1. **DEFINITIONS**

For the purposes of this privacy policy, the following definitions shall apply:

1. **Personal data** - any information relating to an identified or identifiable natural person;
2. **Administrator or equivalently "us**" - Gaming tech Esports Media Szafarnia 11 / F8, 80-755 Gdańsk, Poland, email address: kontakt@gtem.pl;
3. **Service** - the website is available at [www.gtem.pl](http://www.gtem.pl).
4. **User** - shall be understood as a person visiting the Website;
5. **RODO** - it should be understood to mean 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.
6. **PERSONAL DATA**

The purposes, legal basis, and duration of the processing of personal data are indicated separately for each purpose of processing (see provisions below for a detailed description of the various purposes of processing).

In relation to our processing of your personal data, you have the following rights:

* The right to request access to your personal data, rectification, erasure or restriction of processing,
* The right to object to the processing,
* The right to data portability,
* The right to withdraw your consent to the processing of your personal data for a particular purpose, if you have previously given such consent,
* The right to lodge a complaint with a supervisory authority in relation to our processing of your personal data.

You can exercise the above rights in accordance with the principles described in Articles 16 - 21 of the RODO by contacting us at kontakt@gtem.pl.

Your provision of personal data is always voluntary but necessary to apply for recruitment, contact us, submit an enquiry or other form. If you are merely browsing the Website and reading public content, you do not need to inform us of your identity.

We guarantee the confidentiality of any personal information you provide to us. We ensure that all security and data protection measures required by data protection legislation are taken. Personal data is collected with due care and is adequately protected against access by unauthorized persons. Personal data is processed exclusively in the territory of the European Union.

We entrust the processing of personal data to the following entities:

* Google LLC. - in order to use the external G suite mail server service,
* Finance and Tax Office JWW Sp. z o.o., al. Wiśniowa 43a, 53-137 Wrocław in connection with the services of an external accounting office.

In addition, your data may also be processed in order to tailor the content of the Provider's websites to your interests, as well as to detect bots and abuse and statistical measurements and to improve the services provided by the Provider.

1. **PERIOD OF PROCESSING OF PERSONAL DATA**

The duration of the processing of your personal data depends on the purpose for which the processing is carried out

processing.

Personal data used for marketing purposes are processed until you withdraw your consent to their processing for that purpose.

Personal data used for recruitment purposes is processed until the recruitment process in which you submitted your CV is completed. Once we have completed the process, we will delete your data unless you have consented to participate in future Gaming Tech Esports Media recruitments.

1. **EMAIL CONTACT**

When contacting the site administrator by e-mail, you naturally provide the administrator with your e-mail address as the sender address of the message. In addition, you may also include other personal data in the content of the message.

The legal basis for processing your personal data in this case is your consent resulting from initiating contact with us.

Your personal data provided to us in the context of e-mail contact is processed exclusively for the purpose of handling your request. The content of the correspondence may be subject to archiving.

The site may have various surveys, enquiries and other forms where you can enter personal data. If you fill in and submit such a form, the personal data contained therein will be processed solely for the purpose of handling the survey, enquiry or other form purpose. The content of the correspondence may be subject to archiving.

1. **COOKIES**

The Website uses cookie files (so-called "cookies"). Cookies are IT data (usually in the form of text files) stored in the User's terminal device (e.g. in computer memory) in order to adjust the Website to the needs of Users and for statistical purposes. Cookies are not used to establish the identity of Users and do not affect the operation of the terminal equipment. More information on what cookies are can be obtained at [www.aboutcookies.org](http://www.aboutcookies.org) (in English) and [http://wszystkoociasteczkach.pl](https://wszystkoociasteczkach.pl/) (in Polish).

Users can determine the conditions of storing and accessing cookies by means of their web browser settings. These settings can be changed at any time, e.g. in such a way as to block the automatic acceptance of cookies or inform the User about each cookie placed. The User may also delete cookies from his/her terminal device.

Storing cookies and accessing them requires the User's consent. Such consent can be given through the settings of the Internet browser. Setting the Internet browser in a manner enabling the use of cookies by the Website means that the User consents to the use of cookies. Please note that blocking the Website's "own" cookies may prevent the proper functioning of the Website.