

Privacy and Cookie Policy

of XBS Logistics Sp. z o.o. Website (www.xbsgroup.pl)

Introduction

The Privacy Policy of the website is addressed to persons using the website, hereinafter referred to as Users. It presents the extent of the Users' personally identifiable information collected by the owner of the website and the mechanisms applied to ensure the Users' privacy (resulting from legislation). The Privacy Policy also fulfils the obligation to provide information to the data subject (User).

Personal data administration

Personal data provided by the Users of the Website belonging to XBS Logistics Sp. z o. o. hereinafter referred to as the "Website", through electronic forms, is stored by XBS Logistics Sp. z o. o. with its registered office in Błonie, ul. Pass 20M (hereinafter referred to as the "Company") in line with the law, in particular Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons in relation to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) (EU OJ L 119 of 04.05.2016).

The Company only collects the data of Users to provide the services chosen by the Users, to respond to requests addressed to the Company, for marketing purposes related to advertising of products and services, to provide information on the Company's offering, for recruitment purposes and for archiving and statistical purposes. The data provided by users of the Website when filling in an online form is protected by SSL (Secure Socket Layer).

Data collected by the website owner

- User IP addresses
- Cookies
- Information about the User's browser
- E-mail address
- Full name
- Name of the company represented by the User

The Company processes personal data of internship candidates on the basis of the submitted application documents (CV, cover letter, data provided via the contact form) as part of the recruitment procedure conducted on the basis of consent (Article 6(1)(a) GDPR), which the User may withdraw at any time by contacting the Company, which does not affect the legality of the processing performed prior to the withdrawal of consent. If the User gives separate consent thereto, the Company may process their personal data for future recruitment purposes for a period not exceeding one year.

Method of collecting data

User data may be collected automatically by the server or provided by the User during the registration process using the forms available on the Website.

During recruitment, employment and the establishment of business relationships, the User may receive from us additional information on specific types of data processing.

Personal data disclosure

The personal data of Users collected by the Company may be transferred only to entities authorised by law and to entities to which the User has given his/her consent to the processing of his/her personal data.

The personal data collected will not be disclosed to any other person or entity unless required by law or an appropriate agreement is in place to guarantee the protection of rights and privacy.

Data retention period

We will retain User data for as long as necessary to fulfil our purposes, perform our contracts and comply with any legal obligations.

We continually strive to minimise the length of time we keep data where the purpose, law or contract allows us to do so. The data we collect based on consent will be stored until the consent has been withdrawn.

Information on changes in the Privacy Policy

We reserve the right to change the Privacy Policy of the website, which may be influenced by developments in Internet technology, possible changes in the law on the protection of personal rights and the development of our website. We will communicate any changes in a visible and understandable way.

Rights of data subjects

You are entitled to withdraw your consent to the processing of your personal data at any time. Withdrawal of consent does not affect the lawfulness of processing carried out before the withdrawal.

The data subject has the following rights: the right of access (Art. 15 GDPR), the right to rectification (Art. 16 GDPR), the right to be forgotten, i.e. to erasure (Art. 17 GDPR), the right to restrict processing (Art. 18 GDPR), the right to data portability (Art. 20 GDPR), the right to object (Art. 21 GDPR), the right not to be subject to a decision which is based solely on automated processing, including profiling, and produces legal effects concerning that person or in a similar manner significantly affects that person (Art. 22 GDPR).

Each request submitted by the User will be dealt with on a case-by-case basis, in accordance with the applicable legislation. Requests will be processed without undue delay and within a maximum of one month of receipt, although it is possible that due to the nature of the request the Company may not be able to meet this deadline, in which case the User will be informed of the delay and the reasons for it. Similarly, should such circumstances arise, the Company will inform the User of the reasons for refusal to accept and process the request.

Please be advised that the first request is free of charge, however, in situations where the User's requests would be unfounded or excessive the Company reserves the right to charge a fee for providing information again. The User will be informed immediately of the amount of the fee, or any other reason for which the Company is unable to fulfil the request.

Definition and use of cookies

These are small text files from a website that are stored by the User's browser. Cookies are divided into temporary cookies - remembered until the browser is closed - and cookies with a specific expiry date, which are stored by the browser for longer.

The mere sending of cookies to the browser may not in any way violate the privacy of the User. The information contained in cookies may only be used by the website from which they were sent. Disabling cookies in the browser may cause some features of the website to be difficult to use or inoperable.

With the help of cookie technology, we only collect anonymous statistical data about users for the purpose of improving the user experience and minimising the nuisance of advertisements. We do not collect any data identifying Users as a person or customer of XBS Logistics Sp. z o.o..

This website uses Google Analytics, a web audience analysis service provided by Google, Inc. ("Google"). Google Analytics uses cookies, which are text files saved on the computer, to enable the website to analyse how users use the site. The information generated by cookies about the use of the website (including IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating use of the website, compiling reports on website traffic for website operators and providing other services relating to website traffic and internet usage. Google may also transfer this information to third parties where it is required to do so by law or where such third parties process the information on Google's behalf. Google will not link the User's IP address with any other data in its possession. The User can disable cookies by configuring the relevant settings in their browser, but please note that if they do so, it may not be possible to use all the features of the website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

Third-party providers including Google may display advertisements commissioned by XBS Logistics Sp. z o.o. on websites with advertising space. These providers, including Google, may use cookies to display advertisements based on the User's previous visits to www.xbsgroup.pl and related sites. The User can opt out of the use of Google cookies and disable them in the Google's advertising options.

The purposes of obtaining cookies and the types and use of cookies are described below.

1. Cookies are used for:
 - a. optimising your use of the Company's website and adapting the content of the pages to your preferences. These files, in particular, allow for the recognition of the User's device and the appropriate display of the website, adapted to the individual needs of the User;
 - b. compiling statistics which help us understand how visitors to the Website use the pages, so that we can improve the structure and content of these pages;
 - c. recognising the source from which a User arrived at the Company website.
2. The website may contain references to other websites that apply their own privacy policies. We recommend that you familiarise yourself with any such policies, as the Company does not accept any responsibility for the privacy policies of these sites.
3. The following types of cookies are used on the website:
 - a. session cookies – are temporary files that are stored on the User's terminal equipment until they log off, leave the website or turn off the software (web browser);
 - b. persistent cookies - are stored on the User's terminal equipment for the time specified in the parameters of the cookies or until they are deleted by the User.
 - c. third-party cookies - are files originating, for example, from advertising servers, servers of companies and service providers cooperating with the owner of the respective website. These cookies allow us to tailor advertising - which makes the use of websites free - to the preferences and habits of their users. They also make it possible to assess the effectiveness of advertising activities (e.g. by counting how many people clicked on a given advertisement and went to the advertiser's website).
 - d. tracking cookies - these cookies store information necessary to determine the source of web traffic and link to the user's behaviour on the site. The data is collected anonymously. The information collected in these cookies is used to research the effectiveness of web traffic sources for the Company's online campaigns and marketing activities.
 - e. analytical cookies - these cookies are installed by various analytical systems that study statistical and quantitative parameters of the Company's websites related to user flow and behaviour. The data contained therein is collected and processed anonymously and is used by analytical systems to optimise the Company's pages. The duration of these cookies is set on a session basis or for a different period.
4. Cookies on the Website generally do not collect personal data.

The collection of cookies on your computer can be deactivated or restricted by configuring the relevant settings in the individual browsers; below we show how to access the relevant screens in four sample browsers.



Settings -> Internet options -> Privacy



Options -> Navigation toolbar -> Privacy



Settings -> Preferences -> Advanced -> Cookies



Settings (cogwheel) -> Preferences -> Privacy

Cookies used on the XBS Logistics Sp. z o.o. website (www.xbsgroup.pl)

- Google Analytics is Google's free analytics tool that helps us understand how users use our website.

Google Analytics collects information anonymously, without identifying individual users.

Google Analytics uses its own set of cookies to track visitor interactions. These cookies are used to store information such as the time of the visit, where the traffic comes from and which pages users view. With this information, we are able to continuously improve our website to best suit the requirements and tastes of our customers.

In Google Analytics 4, IP addresses are used during data collection to determine location information (country, city, latitude and longitude) and then discarded before the data is recorded in any data centre or server.

- Google uses these cookies in order to be able to personalise advertisements on its services (e.g. Google search) - especially when you are not logged into your Google account.
- Cookies are also used to display advertisements outside of Google's websites. Facebook uses cookies to profile users and to match advertising to user profiles as accurately as possible.

Use of social media plug-ins

- Our Service includes a plug-in for the social networking site Facebook. The Facebook plug-in on the Site is branded with the Facebook logo.
- This plugin will directly link the User to the Administrator's profile on the Facebook server. In such a situation, Facebook may obtain information that you have visited the Website from your IP address.
- If the User visits the Website while logged in to their Facebook profile, Facebook will register information about this visit.

- The social plug-in of the social network LinkedIn is also used on our website. LinkedIn is operated by LinkedIn Inc,
- Twitter (Twitter, Inc.)
- Instagram (Meta)

The purpose and scope of data collection and further processing and use of data by social media, as well as the User's rights in this respect and the settings of the User's privacy options can be found in the data protection notices of these providers.

Google Maps

We use Google Maps (API) from Google LLC) on our website. Google Maps is a web-based service for displaying interactive (land) maps to visually display geographical information. Using this service will show the service user the Company's location and facilitate access.

Contact with User

If you have any questions or concerns about the Privacy Policy, you can send any questions:

- to the company's registered address, in an envelope marked "GDPR"
- via the contact form available at www.xbsgroup.pl
- by e-mail to rodo@xbslogistics.pl