

Rules for adding reviews about employers

§ 1

Introduction

1. Regulations for adding reviews about employers specifies the conditions for issuing, storing, distributing, editing and deleting reviews about their former or current employers by Users on the website operated at bulldogjob.pl and bulldogjob.com (hereinafter referred to as: "**Service**").
2. Regulations for adding reviews about employers constitute an annex to the Terms of Service of the Bulldogjob.pl and bulldogjob.com websites (hereinafter referred to as: "**Terms of Service**"), which is available at <https://bulldogjob.com/terms>. In the event of differences between the content of the Terms of service and the Regulations for adding reviews about employers, the provisions of this document should be applied.
3. Issuing, storing, distributing, editing and deleting reviews about employers by Users must take place under the conditions specified in the Regulations on giving reviews.
4. By submitting an opinion about an employer on the Website, each User confirms that he/she has read the Website Regulations and its annexes, in particular the Opinion Regulations, and accepts their provisions.
5. The Company may change the content at any time Regulations giving reviews, without consultation with Users and without notice, while maintaining consumer rights.
6. In matters of complaints or violations, Users should contact the Company at the following e-mail address: reviews@bulldogjob.pl

§ 2

General rules for posting reviews

1. Bulldogjob Spółka z ograniczoną odpowiedzialnością with its registered office in Warsaw (hereinafter referred to as: "**Company**") provides Users with the opportunity to post reviews about their former and current employers (hereinafter referred to as: "**reviews about employers**").
2. Issuing reviews about employers is free of charge, however, the User using the Internet for the purpose of issuing reviews may be obliged to pay remuneration for data transmission to entities providing telecommunications services.
3. reviews about employers issued by Users will be visible to all Users and Employers in the "reviews about employers" tab, available on the profile of each Employer.
4. To use the option of adding an opinion about an employer, it is not necessary to have an account on the website, although having one facilitates and speeds up the process of adding, editing or deleting reviews.
5. A user who leaves an opinion about an employer does so on his or her own behalf and at his or her own risk. The Company's responsibility as the creator of the opinion tool is limited only to providing technical solutions enabling posting and reading reviews about employers on the Website.

6. The Company does not post or order the posting of false reviews, nor does it distort or order the distortion of posted reviews in order to promote specific employers.
7. reviews about employers issued by Users are anonymized, and the Company in under no circumstances does it provide Employers and other Users with the data of opinion authors.

§ 3

Conditions for posting reviews on the Website

1. The reviews expressed should be substantive in nature and must comply with the provisions of these Regulations and the law.
2. Each User may leave only one opinion about a given Employer and only if he or she is employed by him or has been employed in the past.
3. The user who leaves a review must work in the IT department of a given company.
4. Despite every effort, the Company cannot guarantee that the reviews posted on the Website will come only from actual employees or former employees of the Employers reviewed. An employer who has confirmed information that the User who issued an opinion has never been employed by him may report this fact to the Company in accordance with the procedure referred to in §7 of these Regulations.
3. The Company reserves the right to moderate reviews before posting them on the Website in order to check their compliance with the provisions of the Regulations and the law. If the added opinion passes the moderation process, it will be posted on the Website.
4. The company makes every effort to speed up the moderation process as much as possible, so that reviews about the employer can be published no later than 24 hours after completing the form (on business days). Depending on the circumstances, in particular the number of reviews posted on a given day or random situations, the moderation time may be extended or shortened. The company is not responsible for any delays in this respect.
5. Moderation of reviews about employers does not mean that the Company accepts responsibility for their content. Moderation of reviews also does not mean that the Company has knowledge of the unlawful nature of the data published therein. If any claims are made against the Company in connection with the published opinion, its author is obliged to indemnify the Company from liability.
6. The Company reserves the right to refuse to publish or remove a previously added opinion if it turns out to be inconsistent with the Regulations or legal provisions. In such a case, the Company is not obliged to inform the User who issued the opinion in advance.
7. Under the Opinion-Giving Regulations, it is prohibited to issue reviews that:
 - a. contain slander or obviously unfounded accusations or accusations;
 - b. contain words commonly considered offensive or vulgar;
 - c. contain threats, incite hatred or aggressive behavior;
 - d. discriminate against other people on the basis of gender, race, ethnicity, nationality, religion, denomination, worldview, disability, age or sexual orientation;
 - e. they promote or praise violence, racism, fascism, communism or other totalitarian state system;
 - f. they promote or praise consuming alcohol, drugs or other intoxicating substances
 - g. violate the good name, dignity, respect, privacy or other personal rights of the Employer or other persons or entities;

- h. violate trade secrets;
- i. violate copyright or industrial property rights;
- j. contains advertising or other spam;
- k. contain links to other websites, including in particular links to advertising or promotional materials;
- l. contain personal data, including in particular names, surnames, telephone numbers, e-mail addresses or place of residence of the Employer, employees or other Users of the Website (the above does not apply to situations where the Employer's personal data constitute an element of its name or company or are publicly available in a public register or records);
- m. do not apply to the Employer about whom they are to be posted;
- n. apply directly to the Company or persons acting on its behalf;
- o. for other reasons they are contradictory with the law, principles of social coexistence or good customs.

§ 4

How to leave reviews

1. In order to submit an opinion about the employer, the User completes the form available on the Website in the section "reviews about employers" (hereinafter referred to as: "**Form**").
2. After completing the Form, the User should confirm that he/she has read the Website Regulations accept its provisions and consent to processing of personal data provided in the Form for the purposes of posting an opinion.
3. When completing the Form, the User may be asked to provide, among others: the following information:
 - a. the name or company of the Employer about whom he wants to leave an opinion;
 - b. information about the location of the reviewed Employer;
 - c. information about whether this is a current or former employer;
 - d. point assessment of the Employer in 6 key areas important for the IT community on a scale from 1 to 5 (with 1 being the lowest and 5 being the highest):
 - i. remuneration,
 - ii. software development process,
 - iii. level of engineering and technology,
 - iv. job satisfaction,
 - v. development,
 - vi. teamwork.
 - e. free opinion about the Employer (optional);
 - f. information about the position (optional);
 - g. a link to the User's profile on LinkedIn in order to verify his or her employment;
4. Providing the information specified in section 7 letters a)-d and g) is voluntary, but necessary to post an opinion about the employer on the Website.
5. Providing the information specified in section 7 letters e)-f is voluntary.
6. Each User can edit or delete their opinion:
 - a. logged in User can edit or delete their opinion within their employee account;
 - b. not logged in. The user can edit or delete his or her opinion using an individual token that he or she will receive after submitting the opinion. The received token should be saved, because without it it will not be possible to

edit or delete the opinion. The company does not keep copies of issued tokens. If the User loses the token, he or she will lose the ability to edit and delete the opinion.

7. The User is obliged to provide only true data in the Form. Providing false data by the User is one of the grounds for not publishing or deleting the opinion issued by him.
8. The Company is not responsible for the accuracy of the data provided by the User.
9. Users' adding reviews about employers is anonymous, and the Company reserves the right (exclusively for its own needs) to verify the User in terms of his or her current or past employment. The principles of verification are specified in §5.

§ 5

User verification rules

1. The Company makes every effort to ensure that reviews about employers are added by Users who have actually worked or work for the Employer they review.
2. In order to achieve the goal specified in section 1 above, the Company introduces a tool to verify the place of employment of Users using their profile on LinkedIn.
3. Verification will be carried out as follows:
 - a. The User provides a link to his/her LinkedIn profile in the Form;
 - b. The Company verifies on the User's LinkedIn profile whether the Employer to whom the User is giving an opinion is actually the current or former employer of the User giving the opinion;
 - c. The company sends a private LinkedIn message to User to confirm his identity;
 - d. The Company verifies whether the opinion complies with the Regulations on giving reviews; e) The company publishes a positively verified opinion and marks it with the "Confirmed employee" badge.
4. All reviews are published completely anonymously on the website, and verification of the User's place of employment is only used to confirm the authorization to issue reviews in order to maintain the substance and usefulness of the published reviews for other Users of the Website. No one other than the Company and its employees has access to the verified data.
5. Information, including in particular personal data, located on the LinkedIn profile is deleted by the Company immediately after verification and posting the opinion on the Website or refusing to publish it.

§ 6

Rules for responding to reviews by Employers

1. Each employer who has a "Brand" profile or higher can respond to User reviews posted on their profile using a dedicated tool.
2. The provisions of §3 and §4 shall apply accordingly to Employers' responses to the

reviews issued to them Regulations giving reviews on the requirements that the content of reviews about employers must meet.

§ 7

Principles of personal data processing

1. Detailed rules regarding the processing of personal data for the purposes of issuing, storing, distributing, editing and deleting by Users' reviews about their former or current employers are defined in the Privacy Policy.
2. The company emphasizes that reviews about employers are published anonymously. Checking the user's credibility is only used to confirm the authority to issue reviews in order to maintain the substance and usefulness of published reviews for other users of the Website. No one other than the Company has access to the data of authors of reviews about employers.

§ 8

Complaints regarding reviews about employers

1. Employers and Users may submit complaints regarding reviews about employers or responses to reviews about employers published by Employers.
2. A complaint may be submitted in writing to the following address: Bulldogjob Sp. z o. o.; street Prosta 70, 00-838 Warszawa or by e-mail to the following address: opinie@bulldogjob.pl.
3. The subject of a complaint may in particular be a situation in which the opinion about the employer posted on the Website is obviously inconsistent with the content of the Regulations on giving reviews or legal provisions, or clearly does not come from a User who is or was in the past employed by the Employer for whom he/she gave an opinion.
4. In the event of an obvious contradiction of the content of the opinion about the employer with the content of the Regulations on giving reviews or the law, the Employer or another User has the right to request the Company to delete the submitted opinion about the employer.
5. The complaint must contain the data necessary to investigate the complaint, including in particular:
 - a. Employer's company name,
 - b. information why, in the Employer's opinion, the opinion is inconsistent with the content of the Regulations on giving reviews or the law;
 - c. indication of specific legal provisions or provisions of the Opinion Regulations that violate the opinion about the employer posted on the Website;
 - d. indication of the method of dealing with the complaint proposed by the Employer.
6. One complaint should concern one opinion about the employer. It is unacceptable to submit more than one opinion about an employer in one complaint.
7. From the date of successful delivery of a properly prepared complaint to the Website, the Website will respond to the notification within 1 business day.
8. The company will decide to remove the posted opinion about the employer only if the violation of the Regulations on giving reviews or legal provisions is obvious. Otherwise, the opinion about the employer will be deleted only on the basis of an

enforceable court decision.

9. The provisions of section 1-8 above also apply accordingly to complaints Users to the Employers' responses regarding the reviews issued to them.

§ 9

Copyright

1. The User grants the Company a non-exclusive, royalty-free and unlimited license to use and distribute, publish, copy and modify as well as distribute by the Company the content of the opinion about the employer.
2. Under the granted license, the Company receives the right to:
 - a. distribution of reviews by making them publicly available in such a way that everyone can have access to them in a place and at a time of their choosing (Internet), public display and further publication,
 - b. recording and multiplying reviews about the employer - producing copies of reviews about the employer using any technique, including printing, reprographic, magnetic recording and digital techniques.
 - c. As part of the granted license, the author agrees to use the opinion about the employer in any parts, grant sublicenses to third parties to use the work or its parts, use the opinion about the employer or any part thereof for the purpose of promoting and advertising the Company.
3. At the same time, when granting a license, the author of the opinion about the employer assures the Company that the opinion about the employer issued by him is the author's own and is the result of the User's own intellectual work and does not infringe the copyrights of third parties. If the above statements are false, the User shall be liable to third parties for violating their rights.

§ 10

Final Provisions

1. These Regulations constitute an annex to the Regulations of the Website.
2. To the extent not regulated in these Regulations, the provisions of the Website Regulations and appendices shall apply additionally.
3. In the event of any conflicts between the content of these Regulations and the provisions of the Website Regulations together with the annexes, the provisions of these Regulations should be applied.
4. The Company reserves the right to unilaterally change the content of the Regulations for giving reviews.
5. If the content of the Regulations for giving reviews is changed, its new content will be published on the website bulldogjob.pl and bulldogjob.com.
6. The new version of the Opinion-Giving Regulations will apply to reviews or comments posted after the announcement of the change to the Opinion-Giving Regulations.
7. The company reserves the right to place advertising content on the websites bulldogjob.pl and bulldogjob.com in forms customarily used on the Internet.
8. The Company is subject to Polish law, and all matters relating to the use of services and the account are subject to the relevant provisions of law in force in the territory of the Republic of Poland.
9. In the case of services purchased by entrepreneurs, the court competent to hear disputes arising from the application of the Regulations and the provision of

- services by the Website is the court competent for the seat of the Website.
10. The provisions of the Opinion Regulations that are inconsistent with applicable consumer protection regulations do not apply to Users who are consumers within the meaning of applicable law.