

Cookie Policy

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Introduction.

In this policy we use the term “cookies” to refer to cookies and other similar technologies covered by the EU Directive on privacy in electronic communications and the Polish Electronic Communication Act of July 12, 2024 (Journal of Laws of 2024, No 1221).

The owner of the website who is responsible for its operation is:

Railwaymen Sp. z o.o.
Na Zjeździe Str. No 11
30-527 Kraków, Poland

In any case concerning this Cookie Policy you may contact Railwaymen via gdpr@railwaymen.org.

What is a cookie?

A cookie is a small piece of data that a website asks your browser to store on your computer or mobile device. The cookie allows the website to “remember” your actions or preferences over time.

Cookies are small text files saved in the memory of the user's device (computer, netbook, tablet, smartphone), which store information about the user of a given website and the history of previous visits. Cookies most often contain the name of the website that saved them, the maximum time they are stored in the device's memory and a unique identification number. As a rule cookies are not used to identify or determine the identity of users.

Most Internet browsers support cookies; however, users can set their browsers to decline certain types of cookies or specific cookies. Further, users can delete cookies at any time.

Why do we use cookies?

We use cookies to learn how you interact with our content and to improve your experience when visiting our website(s). For example, some cookies remember your language or preferences so that you do not have to repeatedly make these choices when you visit our website. Cookies allow us also to serve you specific content, such as videos on our website(s). We may employ the learnings of your behaviour on our website(s) to serve you with targeted advertisements on third-party website(s) in an effort to “re-market” our products and services to you.

What types of cookies do we use?

We use three types of cookies on our website.

1. **Necessary cookies** are essential for the basic functionality and security of the website. They enable core processes required for the proper operation of the website. These cookies are deployed by default as they are critical for the provision of services explicitly requested by the user. Disabling necessary cookies may result in the website or its features not functioning as intended.
2. **Functional cookies** enhance the performance and usability of the website by enabling additional features that improve the user experience. These cookies allow the website to remember user preferences. While not essential for the website's core functionality, functional cookies ensure a smoother and more customised experience. Their use requires the user's explicit consent, in line with applicable data protection regulations.
3. **Analytical cookies** help website owners understand how users behave on the website by collecting and reporting anonymous information. They are necessary to measure the effectiveness of marketing activities without identifying personal data and to improve the functioning of our website. We use them to study statistics on website traffic and check traffic sources (directions of redirection), limit some marketing activities, among others, to protect users from multiple displays of the same advertisement, to measure - without identifying

personal data - and on this basis to settle the effectiveness of conducted actions, e.g. in the Google advertising network, in partner programs, on external websites. Their use requires the user's explicit consent, in line with applicable data protection regulations.

4. **Advertising cookies** (also called “**marketing cookies**”) are used to track users across websites. The aim is to display advertisements that are relevant and interesting to individual users and therefore more valuable to publishers and third-party advertisers. Advertising cookies are only installed on a user's device if they consent to this. If a user consents to advertising cookies, we can use information about their behaviour on our website to tailor advertising.

Please remember that necessary cookies are necessary for our website to function properly at all. We use them by default, i.e. we save them on the user's device when entering our website.

Please remember, that when entering our website, you may not consent to the use of cookies for functional, analytical or advertising purposes. You may also withdraw consent to functional or analytical or advertising cookies at any time (see: How do I reject and delete cookies?).

First-Party and Third-Party Cookies.

We use both first-party and third-party cookies on our website.

First-party cookies are cookies issued from railwaymen.org domain that are generally used to identify language preferences or render basic site functionality.

Third-party cookies belong to and are managed by other parties, such as service providers. These cookies may be required to render certain forms, such as the submission of a job application, or to allow for some advertising outside our website.

How are cookies used for advertising purposes?

Cookies and ad technology such as web beacons, pixels, and anonymous ad network tags help us serve relevant ads to you more effectively. They also help us collect aggregated audit data, research, and performance reporting for advertisers. Pixels enable us to understand and improve the delivery of ads to you, and know when certain ads have been shown to you. Since your web browser may request advertisements and web beacons directly from ad network servers, these networks can view, edit, or set their own cookies, just as if you had requested a web page from their site.

Although we do not use cookies to create a profile of your browsing behaviour on third-party sites, we do use aggregate data from third parties to show you relevant, interest-based advertising. We do not provide any personal information that we collect to advertisers. You can opt out of off-site and third-party-informed advertising by adjusting your cookie settings. Opting out will not remove advertising from the pages you visit, but, instead, opting out will result in the ads you see not being matched to your interests. This implies that the ad(s) you see will not be matched to your interests by those specific cookies.

What does online advertising have to do with cookies on our website?

Google's technology is used to broadcast advertisements on the Internet, so you should additionally specify whether you consent to profiling advertisements on the Internet at this address: <https://myadcenter.google.com/home?sasb=true&ref=ad-settings>.

Google Marketing Platform and Google Ads use cookies, for which the application is specified in the detailed information about cookies as Google, Google Marketing Platform or Google Ads. Google Marketing Platform and Google Ads may process personal data worldwide, including in the USA. This may involve possible risks due to the lack of a decision stating the adequate level of protection and the lack of appropriate safeguards in some countries. The data may be used, for example, by state authorities for control purposes without the possibility of using legal remedies.

With respect to the USA, by implementing decision no. 2023/1795 of 10.07.2023, the European Commission stated that an adequate level of protection of personal data is ensured in the USA (implementing decision pursuant to Article 45.3 of GDPR).

How are third party cookies used?

For some of the functions within our websites we use third party suppliers, for example, when you visit a page with videos embedded from or links to YouTube. These videos or links (and any other content from third party suppliers) may contain third party cookies, and we encourage you to consult the privacy policies of these third party vendors on their websites for information regarding their use of cookies.

How long will we use cookies?

Cookies, depending on the time for which they are installed on the user's device, are divided into:

Session Cookies.

Session cookies are temporary cookies that are used to remember you during the course of your visit to the website, and they expire when you close the web browser.

Persistent Cookies.

Persistent cookies are used to remember your preferences within the website and remain on your desktop or mobile device even after you close your browser or restart your computer. We use these cookies to analyse user behaviour to establish visit patterns so that we can improve our website functionality for you and others who visit our website(s). These cookies also allow us to serve you with targeted advertising and measure the effectiveness of our site functionality and advertising.

Both session and persistent cookies do not allow the collection of any personal data and confidential information from the user's device. You can find detailed information about the cookies we use, systems and trusted partners under the link at the end of this Cookie Policy.

How do I reject and delete cookies?

Please remember that necessary cookies are necessary for our website to function properly. In the case of necessary cookies, your consent is not required, because this type of cookie ensures full and uninterrupted operation of our website. These cookies are exempt from the obligation to obtain user consent (in accordance with the Polish Electronic Communication Act).

We use other cookies only when you consent to this. Therefore, when you enter our website, a banner will be displayed informing that it uses cookies.

Please remember that you can change the cookies settings at any time and reject requests to install cookies. You can also withdraw consents already granted. You can choose to reject or block all or specific types of cookies set by virtue of your visit to our website by clicking on the cookie preferences [here](#). You can change your preferences by changing your browser settings also.

You may also visit www.allaboutcookies.org for details on how to delete or reject cookies and for further information on cookies generally.

Can cookies constitute personal data?

Data collected as part of your use of our website is generally anonymous and does not allow for the identification of the user. In each case, when your personal data is processed by Railwaymen, we act in accordance with rules described here: [Personal data protection](#). However, remember that, e.g. Google or the Facebook provider may combine information obtained as part of your website visits, e.g. our

website and that which you provide by using your Google or Fb accounts, and then use it in accordance with its (e.g. Google or Fb provider) own assumptions and purposes.

Google Analytics.

In order to adapt the content of our website to the preferences of users and to continuously optimise it, we use Google Analytics, an analysis service provided by Google LLC. ("Google"). Our legitimate interest results from the purposes described. In this context, pseudonymous user profiles are created and cookies are used. The cookie generates the following information regarding the use of this website:

- browser type / version,
- operating system used,
- URL (of the previously visited page),
- host name of the computer from which the access was made (IP address),
- time of sending the request to the server.

This information is used to analyse the use of our website, to compile reports on website activity and to provide other services related to the use of the website and the Internet for the purpose of market research and to adapt the content of these websites to the preferences of users. IP addresses are anonymised so that they cannot be assigned (so-called IP masking).

You can prevent the installation of cookies - see above.

The information generated by the cookies is sent to a Google server in the USA and saved there. Under no circumstances will your IP address be associated with other Google data. This information is also passed on to third parties if required to do so by law or if third parties process this data on behalf of the company.

After the IP address has been anonymized, it can no longer be linked to you personally. The statistically processed data is deleted in Google Analytics after a maximum of 50 months. No reference to a person is made in the reports generated using Google Analytics.

Plugin.

Our website contains plugins for the following services: LinkedIn, Facebook, YouTube, Instagram, X, Dribbble, Behance.

The Facebook and Instagram plugins on our website are marked with the Facebook and LinkedIn logos. This plugin will directly connect you to our profile on the Facebook and LinkedIn servers. The services can then obtain information that you are visiting our website from your IP address. If you visit our website while being logged into your social media profiles, information about your visit will be registered in these social media services. Even if you are not logged in, social media services are able to obtain information about your IP address. Social media services do not provide us with information about the data collected and how they are used. If you do not want social media services to obtain information about visits to our website, we recommend logging out of the social media services in advance.

List of cookies.

You can find a list of the cookies we use [here](#).