

Terms and conditions of use

Welcome to Skanska's website. The following terms and conditions of use apply to the website, and we kindly ask you to read them carefully.

The terms and conditions contain information about how you may use the content on the website, how we process your personal data and what cookies are used on the website. References below to "Skanska", "us" or "we" refer to Skanska's supplier (A15 Sp. z o.o. NIP: 525-260-92-23, al. Solidarności 173, 00-877 Warszawa) and/or other companies in the Skanska Group. Skanska's website and these terms and conditions of use are provided in accordance with Polish law.

Copyright and other intellectual property rights

Information about copyright and trademarks

All rights to the content on the website, such as text, graphics, logos, images, video clips, audio files and programs belong to Skanska or third parties and are protected by Polish and international intellectual property law. All rights are reserved.

The content on the website is provided as a service to you and may only be used in accordance with the terms and conditions set out below. By downloading material from the website you accept the terms and conditions.

Unauthorized use or distribution of the content of the website may violate copyright and/or other Polish or international law and may be subject to legal action.

Use of Skanska's trademarks

Skanska's trademarks and brands may only be used in accordance with these terms and conditions or after you have obtained Skanska's written approval. Use of Skanska's trademarks in advertising and marketing of Skanska's products and services requires prior written approval.

Use of the content on the website

The website and its content may not be modified, transmitted, reproduced, published, licensed, transferred, sold or used for any other commercial purpose without Skanska's prior written approval.

As you familiarize yourself with the content of the website, Skanska allows you to make temporary copies of content on this website, where necessary. You may also print as much content from the website as is reasonable for personal use and link to our website. Any other use of the information on the website is prohibited.

When taking copies of the information on the website, you may not modify the information or delete information about copyright or Skanska's name.

Disclaimer

The information on the website is general and should not be used as the single and sole reason for deciding on important issues. We are constantly working to ensure that the website is accurate, complete and up to date, but there is always a risk, for example, that typos, external influences and technical errors result in misleading information. This means that Skanska cannot guarantee and does not accept liability that the information is always correct, complete and up to date.

If Skanska provides a link to a third party website, this link is only intended to assist the user and Skanska does not accept liability for the content or accuracy of the information on such a website.

Material from users

All material and communications transmitted to or posted on this website in connection with your use of features on the website will be considered non-confidential. Skanska has the right to use such material for commercial or non-commercial purposes.

When using the website, you may not provide any material or information that is illegal, may be perceived as offensive, constitutes marketing or may otherwise be perceived as inappropriate. Such content will be removed from the website and we also reserve the right to terminate services on the website that you may have joined.

In the event that material and communications sent to us via the website contain personal data, the details set out in **Processing of personal data**, below, shall apply.

Miscellaneous

Skanska may change these terms and conditions of use at any time, choose to display or remove posts and content on the website and/or close down the website. If the terms and conditions of use change, you will be informed of this by a new version being posted on the website. We therefore ask you to keep updated as regards any new versions of the terms and conditions.

Processing of personal data

Introduction

Your privacy is important to us and we strive for a high level of protection in all processing of personal data. Within the EU/EEA, the General Data Protection Regulation (GDPR) applies from May 2018^[1].

In accordance with applicable data protection legislation, Skanska (A15 Sp. z o.o. NIP: 525-260-92-23, al. Solidarności 173, 00-877 Warszawa), or the company otherwise specified as data controller, is responsible for the processing of your personal data as set out below. If you have any questions about this information, or if you wish to exercise any of your rights as set out below, please contact Skanska via the contact details listed under Contact information below.

Collection and processing of personal data

The term 'personal data' refers to such information which, directly or indirectly, may refer to you as an individual. Examples of such data are name, image, personal ID number, contact details, competition entries, selections made, behavior or IP address. Personal data processing refers to any action that we or a third party that we have engaged take with the personal data, such as collection, registration and storage.

Personal data may only be processed for specified and explicitly stated purposes and may not be subsequently processed for any purpose that goes beyond these purposes.

At Skanska, we process personal data that you have given us for the sole purpose of administering inquiries and agreements from/with you, as well as providing information and services in connection with such inquiries and agreements. For example, this may concern registration of interest for our

rental accommodation, for competitions advertised on our website and which you choose to participate in, or subscriptions to our newsletters which you have ordered.

Your personal data may also be used for marketing and follow up as well as for our sales and product development with the aim of improving our products and services. In the event that you do not wish to receive marketing and/or any offers, please contact us via the contact details listed under Contact information below.

Finally, personal data is also processed for statistical purposes to see how users use the website and to analyze search behavior, as well as to display content customized for you. Such data is, however, only processed in aggregated form or in a form that cannot identify you as an individual. Data is also processed indirectly in connection with the development, testing and administration of the IT systems underlying our website.

When using features on our website that allow you to post information or other material on it, please note that such information may also contain personal data. In the event that your information contains data about other individuals, you may only post such data which you have received their consent to provide.

Legal basis for processing and storage period

Skanska processes your personal data when necessary for the performance of an agreement with you and when we have another legitimate and justifiable interest in processing your personal data, such as an interest in marketing ourselves to visitors to our website or an interest in developing our website or our products and/or services. If we were to process your personal data for any purpose which, according to applicable legislation, requires your consent, we will obtain your consent before commencing with such processing.

The data we collect in accordance with the above is deleted when the purposes of the processing have been completed.

Security for the protection of personal data

Skanska safeguards your personal data with a high level of security and has to this end taken appropriate technical and organizational security measures to protect your personal data from unauthorized access, amendment, dissemination or destruction.

Restrictions on the disclosure of personal data

We may appoint external partners to perform tasks on our behalf, such as providing IT services or helping with marketing, administration of press releases, data analysis or statistics. The performance of these services may mean that our partners, both within and outside the EU/EEA, are able to gain access to your personal data. Companies that process personal data on our behalf must always sign an agreement with us so that we are able to ensure a high level of protection of your personal data even with our partners.

Special safeguards are taken with regard to partners outside the EU/EEA, such as signing agreements that include the standardized model clauses for data transfers adopted by the EU Commission and which are available on the EU Commission's website.

Skanska may also disclose your personal data to third parties, for example the police or other public authorities, if it concerns criminal investigations or if we are otherwise required to disclose such data by law or public authority decision.

Skanska will not disclose your personal data to any extent other than described in this section.

External links

This information about processing of personal data applies to data about you that Skanska processes within the scope of our website. Our website may sometimes contain links to external websites or services that we do not control. If you follow a link to an external website, you are encouraged to review the principles for processing of personal data and information about cookies that apply to the website in question.

Your rights and the right to lodge a complaint

Under the applicable data protection legislation you are entitled, at any time, to request access to the personal data that is processed about you, to have erroneous personal data corrected, to request that Skanska shall stop processing and delete your personal data, to request that the processing of your personal data is restricted, to exercise your right to data portability, to withdraw consent to particular processing (where such consent has been obtained) and to object to the processing of the personal data. In such event, please contact Skanska via the contact details listed below. You are

also entitled, at any time, to lodge a complaint with the relevant supervisory authority if you consider that your personal data has been processed in contravention of applicable data protection legislation.

Contact details

Skanska (A15 Sp. z o.o. NIP: 525-260-92-23, al. Solidarności 173, 00-877 Warszawa) is the data controller for the processing of your data. If you have any questions about how we process your personal data or want information about and contact details for the designated data protection officer/role responsible for personal data matters in other Skanska Group companies, please contact us by e-mail or post.

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Information about cookies and how you can avoid them

Skanska's use of cookies

We use cookies on our website. Cookies are small text files that are stored on your device when you browse and use websites or other online services in order, for example, to facilitate certain features such as navigation on the website.

We use cookies to improve your user experience, select language, aggregate statistics about the number of visitors to the website and obtain data about how the website is being used. These data enable us to develop and optimize the website.

Cookies are sometimes used to collect data that is considered to constitute personal data, such as IP addresses and data linked to the IP address, but not personal data directly attributable to you as an individual. The purpose is to create personalized and relevant content for you as a visitor.

Cookies may either be deleted automatically when the user closes their web browser (so-called "session cookies") or stored on the user's computer

to facilitate future visits to the website (so-called “permanent cookies”). Permanent cookies will also be automatically deleted after a specified period of time.

The following table lists the types of cookies Skanska has placed on the website, their function, the purposes for which the data are collected and how long data collected by cookies are kept.

Name	Cookie and its function	Data collected	Storage period
cookie-accepted	Hides the cookie banner. When you click “OK” in the cookie banner, this cookie is placed to prevent the cookie banner from being displayed next time.	Does not contain any personal data and is not used to collect information. A value used to verify that the use of cookies has been approved.	365 days from approval in the pop-up window. The storage period is not updated upon return visits.
DSID	They collect data to show you personalized ads. They also allow you to limit the number of messages that will be presented to you. These cookies also allow us to measure the performance of advertising campaigns, for example in relation to	The ID for targeting ads	2 weeks
NID		Maintains Google search preferences	Unlimited time - until the cache is cleared.

	websites visited before entering our sites.		
PHPSESSID	User session id is not associated with personal data	It does not contain identification data	One session
_ga	In order to count the number of visits to the website and the sources of traffic on the site, so that we can measure and improve the performance of our websites, using the services provided by Google Analytics.	They contain the visitor ID and the timestamp of visits to the site	2 years
_gat		It does not contain identification data, it limits the number of queries to doubleclick.net	One session
_gid		They contain the visitor ID and the timestamp of visits to the site	One session
_hjIncludedInSample	This session cookie allows Hotjar to know if the visitor is included in the sample that is used to generate heat maps, tracks, recordings, etc.	It does not contain identification data	Unlimited time - until the cache is cleared.
resolution	In order to adjust the optimal screen resolution.	It does not contain identification data	Unlimited time - until the cache is cleared.

Cookies from third parties

Certain cookies from third parties are also used on this website. Such third party cookies are primarily used to improve your user experience, select language, aggregate statistics about the number of visitors to the website and obtain data about how the website is being used, although it may in certain cases be used by a third party for its own purposes. For information

about the third party cookies found on this site, and how long they are stored, please refer to the following links.

- [Google Analytics](#)
- [New relic](#)
- [Pingdom](#)
- [Addthis](#)
- [YouTube](#)
- [ARRAffinity](#)

How to avoid cookies

If you do not accept the use of cookies, your web browser can be set so that it automatically rejects storing of cookies or informs you each time a website requests to store a cookie. Previously stored cookies can also be deleted through the web browser.

If your web browser rejects cookies, this may reduce the functionality of the website.

Social networks

The website sometimes embeds content and sharing tools from social networks. These suppliers may thereby come to use cookies on Skanska's website. Skanska has no access to or control over these cookies or the data they collect. You should check relevant third party websites for further information about these cookies and how to opt out from receiving them.

[\[1\]](#) Regulation (EU) 2016/679 of the European Parliament 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 (General Data Protection Regulation).