

TEMPO OMD HELLAS SA

PRIVACY POLICY

PRIVACY MANAGEMENT FRAMEWORK

Our company “Tempo OMD Hellas SA” is a company incorporated under the laws of the Greek Republic.

The purpose of this policy is to demonstrate that your privacy is of utmost importance to us and to describe the measures we have taken for its protection according to the legislation applicable in Greece and the EU, including (EU) Regulation 2016/679 and Directive 95/46/EC (“GDPR”).

This policy applies to your personal information we may collect or process during the conduct of our work when you interact with us either as a customer, an employee or a third party providing to us various services. By using our services or interacting with us as described below, you confirm that you are aware of this policy.

We may amend this policy from time to time due to potential changes of the applicable legislation or us updating our internal policies and practices. If we make any policy changes, we will notify you by revising the date of this policy, and in some circumstances, we may provide you with additional notice. We strongly encourage you to review our policy whenever you access or use our services to stay informed about our information practices and your privacy rights and choices.

Tempo OMD Hellas SA is part of the OMD network (<https://www.omb.com/>, <https://www.omb.com/privacy-policy/>).

COLLECTING COOKIES FOR THE CONDUCT OF OUR MEDIA BUSINESS

A “cookie” is defined as a text file that websites send to a visitor’s computer or other Internet-connected device to uniquely identify the visitor’s browser or to store information or settings in the browser. A “web beacon,” also known as an Internet tag, pixel tag or clear GIF, links web pages to web servers and their cookies and may be used to transmit information collected through cookies back to a web server. Through these automated collection methods, “clickstream data” may be obtained which is a log of content on which a visitor clicks while browsing a website and other actions taken on such website.

In addition, when you visit our Site, we may collect certain information by automated means, such as cookies and web beacons. The information we obtain in this manner may include IP address, browser characteristics, device characteristics, operating system, language preferences, referring URLs, information on actions taken on our site, and dates and times of website visits. A “cookie” is a text file that websites send to a visitor’s computer or other Internet-connected

device to uniquely identify the visitor's browser or to store information or settings in the browser. A "web beacon," also known as an Internet tag, pixel tag or clear GIF, links web pages to web servers and their cookies and may be used to transmit information collected through cookies back to a web server. Through these automated collection methods, we obtain "clickstream data," which is a log of content on which a visitor clicks while browsing a website and other actions taken on such website. As the visitor clicks through the website, a record of the action may be collected and stored. Your browser may tell you how to be notified when you receive certain types of cookies or how to restrict or disable certain types of cookies. Please note, however, that without cookies you may not be able to use all of the features of our Site.

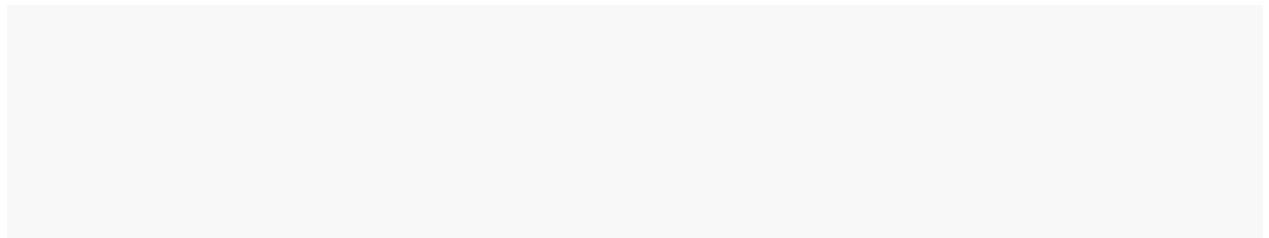
An example of such third party is Google Analytics, which we use to collect and analyze demographic and other information, and through which Google will collect certain information to be used according to Google's privacy practices. To opt-out of the use of Google Analytics, [click here](#).

To the extent required by applicable law, we will obtain your consent before collecting information using cookies or similar automated means.

In addition, we use information collected online through cookies, web beacons and other automated means for purposes such as (i) customizing our users' visits to our Site and (ii) providing services to you. We also use this information to help diagnose technical and service problems, administer our Site, identify users of our Site, and gather demographic information about our users. We use clickstream data to determine how much time users spend on web pages of our Site, how users navigate through our Site, and how we may tailor our Site to better meet the needs of our users.

We also may use the information we obtain about you in other ways for which we provide specific notice at the time of collection.

Finally, we cooperate with world renowned partners that have developed world class Advertising Targeting Technologies that collect and process COOKIES, in order to provide our customers with the anonymized profiled data required to support their advertising requirements. Our partners adhere to strict standards by participating in Transparency & Consent Frameworks like the in the IAB Europe Transparency & Consent Framework and demonstrating compliance with their Specifications and Policies by having a unique identification number.



PERSONAL DATA WE OBTAIN AND HOW WE USE IT

In the context of your collaboration with our company you may be subject to some of the following data processing activities that we perform.

If you work for a company that we cooperate with for conducting our business

We may store and update your personal contact details for communicating with you for the purpose of inviting you to various events or providing you with information in the form of a newsletter or other electronic means, always according to your prompt literal consensus.

The categories of data processed in the context of our relationship are accordingly your name, e-mail, phone, fax, address, as well as your position in the company you are working for.

We may refrain from contacting you at any time if you simply send us an email to privacy@omd.gr

If you work for us

We store your contact details in order to communicate with you regarding your employment related matters.

We may process your personal data as required by domestic or other applicable tax or labor laws and regulations, as well as for the purpose of verifying the performance of your labour contract, or for a legitimate purpose on the condition that the processing complies with the principles of proportionality and subsidiarity.

The categories of data processed in the context may be your name, e-mail, phone, fax, address, bank account details, Tax ID/Tax Identification Number and some sensitive data such as maternity or sick leaves, medical certifications etc., as well as other personal data you may provide directly to us as required.

If you provide us with personal data about your spouse, domestic civil/ partner, and/or dependents (e.g. for emergency contract or benefits administration purposes), it is your responsibility to inform them of their rights with respect to such data and that you may disclose their personal data for these purposes. You are also responsible for obtaining the consent of these individuals (unless you can provide such consent on their behalf) if such consent is required by law for the collection, use, storage, transfer and processing of their personal data.

We may maintain this data for as long as it is required by applicable laws and then securely delete it.

If you are a job applicant:

We use your CVs to assess your qualifications for a position within our company.

In this case, the categories of data processed may be your name, e-mail, phone, fax, address, personal data included in CVs, education and training details, professional qualifications, as well as other personal data you may provide directly to us.

We may retain your CV for six months and then securely delete it from our systems.

If you are visiting our premises

Please be informed that our premises are located within a shared building and in order to visit us you will have to pass through some common areas.

Common Areas, as portions of the building that are generally accessible to all workers and visitors like the front gate, hallways or stairways may be monitored for safety and security by a third party that provides facility management services. CCTV recordings are retained for 15 days and then securely deleted.

A visitor's log is also kept by the guards at the front gate. Visiting data are retained for two years and then securely deleted.

DISCLOSURE OF YOUR PERSONAL DATA

While as a rule we shall never disclose your personal data to any third parties, we may disclose personal information: to successors in title to our business; to any of our affiliated entities; to suppliers and external agencies that we engage to process information on our and your behalf including to provide you with information that you have requested; to third parties (including, but not limited to, insurers, auditors and other professional advisors); to our clients in the course of providing services, and where disclosure is required by law or any regulatory authority, all as reasonably required for the purposes set out in this Privacy Policy.

EXERCISING YOUR RIGHTS

In your capacity as data subjects, the GDPR provides you with a series of rights including:

Right to access: you may obtain confirmation as to whether or not your personal data are being processed, and where that is the case, access to personal data and information;

Right to correct: you may request to rectify inaccurate personal data concerning and incomplete personal data completed;

Right to erasure: you may obtain erasure of your personal data that we hold as a data controller;

Right to restriction of processing: you may request the restriction of processing;

Right of information: we shall communicate any rectification or erasure of personal data or restriction of processing to each recipient to whom the personal data have been disclosed, unless this proves impossible or involves disproportionate effort. We shall inform you about those recipients if you request it.

Right to data portability: you may request to receive personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and may also request us to transmit those data to another entity without our hindrance;

Right to object: you may object, on grounds relating to your particular situation, at any time to processing of personal data concerning based on our legitimate interests. In this case, we shall no longer process the personal data unless we demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or for the establishment, exercise or defence of our legal claims;

Right to be informed of a breach: we shall notify you that there has been a breach of the protection of your personal data where the infringement of the protection of personal data is likely to pose a high risk to your rights and freedoms;

Right to file a complaint: You have the right to lodge a complaint with a supervisory authority. However, we hope that you will first consult with us, so that we may work with you to resolve any complaint or concern you might have.

You may exercise any of your aforementioned rights and find out more about such rights by e-mailing us at privacy@omd.gr.