

# PRIVACY POLICY

We are DX Heroes CZ s.r.o., a company with its registered office at Rohanské nábřeží 670/19, Karlín, 186 00 Praha 8, reg. number 08675708 (“**we**”), but mainly, a developer who knows what developers need. As our motto *“for better code”* let's stick to this even in our privacy policy: *“for better privacy information”*.

There are several websites through which we may collect your personal data:

- <https://dxheroes.io>
- <https://developerexperience.io>
- <https://dxscanner.io/>
- <https://roadmap.dxheroes.io/>

We are so called controllers of your personal data you provide to us. On each website, there are forms or places where you provide us with your personal data or there are some tools on the backend of our websites that may, in some cases, monitor your activity.

## TL;DR

We only process personal data where necessary. Do you provide us with contact information via contact form? We process those personal data for the purpose of contacting you back. Do you want to apply for a job? We process it for the purposes of the selection procedure, and if you agree, for a longer period to contact you in future. Do you want to create a user account? We process personal data for the purpose of providing you these services.

Simple.

We have tried to describe everything as clearly and simply as possible; nevertheless, should you still not understand anything or you are not sure what personal data we process about you, please contact us on e-mail address: [info@dxheroes.io](mailto:info@dxheroes.io).

## 1. PROCESSING IN DETAIL

**We generally collect following information:**

- **Information you provide us when you contact us.** We have a contact form on our websites, where you may leave us a message. Or you email us. Thus, we may process your email address and information that you provide to us in a message. You may also join us on Slack, where we may process relevant information that you provide to us. We keep a recording of the communication so that we can help you resolve your problems, or answer your questions, offers, or demands. The legal basis for processing will be the necessity for fulfilment of the contract according to the Article 6 paragraph 1 b) of GDPR whenever our mutual communication will lead in the contractual relationship. At the same time, the processing may be based on our legitimate interest pursuant to the Article 6 paragraph 1 f) of GDPR, which consists in answering the questions raised.

- **Email you provide us when you use our messenger button.** On some pages, you may use our messenger button and ask us any question you want or enter other information according to what you are messaging with our button. The legal basis and purpose are the same as above - necessity for fulfilment of the contract or legitimate interest.
- **Information on your activity on our website.** When you visit our websites, your activity on each site may be recorded. We use the cookies technology to analyse the traffic on our websites. More information is available here: <https://www.dxheroes.io/useofcookiesonoursite>
- **Want to start a career with us?** Perfect! You may leave us your personal information through our career website <https://www.dxheroes.io/careers> or just leave us an email. We will process all your personal data you provide us for the purpose of carrying out the selection procedure under pre-contractual negotiation pursuant to the Article 6 paragraph 1 b) of GDPR. We will keep your data even after procedure, for the necessary time under our legitimate interest pursuant to the Article 6 paragraph f) of GPDR. If you agree and give us your consent under Article 6 paragraph 1 a) of GDPR, we will keep your personal data up to 3 years after the end of the selection procedure. This consent will be collected via the form or in subsequent communication after the selection procedure.

#### **Some specifics for specific websites:**

Yes, we know. A lot of websites. Although the information we obtain on each website is essentially similar to information described above, we consider it transparent to inform you of the specifics.

##### **1) <https://developerexperience.io>**

On our Developer Experience Knowledge Base, we process:

- **Information you provide us when you want to contribute.** On our website you may contribute an article about practice or problem. For the contribution we use your user account by GitHub (how to manage your account you may find here: <https://docs.github.com/en/account-and-profile/setting-up-and-managing-your-personal-account-on-github/managing-personal-account-settings> or read through privacy statement: <https://docs.github.com/en/site-policy/privacy-policies/github-privacy-statement>). We will process your information that you have provided on GitHub, such as your name and surname, photo, e-mail, and other information written in the article for the purpose of keeping your contributed article on our webpage. The legal basis for processing will be the necessity for fulfilment of the contract according to the Article 6 paragraph 1 b) of GDPR. At the same time, the processing may be based on our legitimate interest pursuant to the Article 6 paragraph 1 f) of GDPR, which consist of providing of information to public from another source.
- **Your e-mail and idea submitted on <https://roadmap.dxheroes.io/>.** Similarly, as stated above, we may process your data when you submit ideas for our Knowledge Base. The processing is based on our legitimate interest pursuant to the Article 6 paragraph 1 f) of GDPR which consists of planning publications and releases. We also use your e-mail address to send you information about your idea and other ideas connected with

Knowledge Base, under legitimate interest pursuant to the Article 6 paragraph 1 f) of GDPR. You may opt out of receiving these communications at any time in individual emails, or before sending the idea.

- **Information you provide us when you create your account on our website.** On this website, you may create your own account and use it for highlighting your favourite articles. For this, we will use personal information from your GitHub account or Google account. The purpose is simple – provide you with functionalities of account and fulfil mutual agreement according to the Article 6 paragraph 1 b) of GDPR and our legitimate interest pursuant to the Article paragraph 1 f) of GDPR, which consist of informing you about news and changes in your account.

## 2) <https://dxscanner.io/>

Have you heard about DX Scanner? This tool will help you scan your code, save your time, increase the quality of code and help you develop your team. If you know that, you may insert your personal data that we process:

- **Information you provide us when you create your account on our website.** On the DX Scanner website, you may create your own account and use it for the purpose of using the DX Scanner tool. For this, we will use personal information from your GitHub account or Google account. The purpose is simple as simple as above – provide you with functionalities of account and fulfil mutual agreement according to the Article 6 paragraph 1 b) of GDPR and our legitimate interest pursuant to the Article 6 paragraph 1 f) of GDPR, which consist of informing you about news and changes in your account. If you are using paid services, we may also process your billing information for the accounting and tax purposes under Article 6 paragraph 1 c) of GDPR.
- **When you contact our support department.** We may keep a recording of the communication so that we are able to help you resolve your problems. Legal basis? Contractual communication (Article 6 paragraph 1 b) of GDPR) and improvement of our services under legitimate interest.
- **Information gathered from your scanned code.** Yes, in some cases, there is publicly available personal information connected with code (mainly e-mail addresses, e.g., through GitHub or GitLab). And we will display this data in DX Scanner. The reason why we process this data is to provide you with services of DX Scanner according to the Article 6 paragraph 1 b) of GDPR and under legitimate interest based on our availability of provided services. Do you know that you can manage the publicity of your e-mail address – here is how: [GitHub](#), [Bitbucket](#), [GitLab](#).

## 2. NEWSLETTERS - WHEN YOU ENTER YOUR E-MAIL ADDRESS, NAME, SURNAME AND “HIT ENTER”

You may also agree with sending a newsletter when you fill out the contact form or just fill out a form specially created for newsletters, e-books etc. We will include you in our newsletter list until you “unsubscribe” from newsletter list, but for maximum of the 3 years from sending the last newsletter to you. The legal basis for this processing is your consent under the Article 6 paragraph 1 a) of GDPR. You may revoke your consent at any time by sending an e-mail to

[info@dxheroes.io](mailto:info@dxheroes.io) or by clicking on “unsubscribe” button in every e-mail We send you. The withdrawal of consent does not affect the legality of the consent prior to its withdrawal.

### **3. FOR WHAT PERIOD OF TIME WE PROCESS THE COLLECTED INFORMATION**

Your personal data are always used only for a period necessary to achieve the purpose for which they were collected. Here are some basic rules:

- If you contact us only to ask a specific question, we will store the information only for the period necessary for answering the question. If the communication starts our mutual contractual relationship, we may process the personal data for the period of that mutual contact.
- If there is legal obligation to store personal data, we will abide these laws (e.g., accounting, tax purposes)
- If we publish some of your information through our DX Knowledge Base, we will process your personal information for the same period as the article is published under GitHub. Your personal information in connection with your account will be stored for a period of published articles on GitHub.
- If you create a user account, we will keep information for the duration of this user profile, mutual relationship or until you delete your account.
- Applying for a job? The period is for the duration of the selection procedure. If you agree – 3 years.

### **4. WHO HAS ACCESS TO THE INFORMATION**

We take care of the protection of personal data and we never sell our personal data files. We only pass the personal data to third parties for the above purposes only to the extent necessary.

Your personal data will be processed by our following **processors** in order to improve the quality of our services and ensure certain activities:

- The Rocket Science Group LLC which provides us with the Mailchimp application. The company is registered under U.S. law, but we have concluded a Data [Processing Addendum](#) which includes Standard contractual clauses. We also evaluated all risks connected with that processing;
- Twilio Inc. which provides us with SendGrid application. The company is registered under U.S. law, but we have concluded a Data [Processing Addendum](#) which includes Standard contractual clauses. We also evaluated all risks connected with that processing;
- HubSpot, Inc. which provides us a tool to manage your provided e-mails. We have concluded this [Data Processing Addendum](#);
- ProductBoard - processing is covered via [Terms of Service and Data Processing Addendum](#);

- for connection through Slack, you will need to create your Slack account (you may find here what data Slack processes and how: <https://slack.com/intl/it-it/legal>). The personal data that you provide to us on Slack will be processed in accordance with purposes and legal basis stated above;
- we also use tool called Satismeter by SatisMeter s.r.o., Czech Republic that may ask you for some question and we may connect your answers with your user account to be able to identify who answered question;
- personal data of recruiters are automatically uploaded to ClickUp ATS which is provided by Mango Technologies, Inc. The company is registered under U.S. law, but we have concluded [Data Processing Addendum](#) which includes Standard contractual clauses. We also evaluated all risks connected with that processing;
- in connection with DX Scanner, we use a server provider, which is DigitalOcean, LLC. We concluded standard contractual clauses with this company and evaluated all risks;
- our workers which cooperate with us under cooperation agreement or service agreement and people from Apphold s.r.o., with which we share some statistical information, job offers etc.

If you want to determine where your specific information is located, you can contact us at any time at the following e-mail address: [info@dxheroes.io](mailto:info@dxheroes.io) and we will resolve your request together.

## 5. WHAT RIGHTS DO YOU HAVE?

You have the following rights in relation to our processing of your personal data:

- a) right of access to personal data;
- b) right to rectification;
- c) right to erasure ('right to be forgotten');
- d) right to restriction of data processing;
- e) right to data portability;
- f) right to object to processing;
- g) right to withdraw a consent; and
- h) right to file a complaint with respect to personal data processing.

Your rights are explained below so that you can get a better idea of their contents. **You can exercise all your rights by contacting us at the following e-mail address: [info@dxheroes.io](mailto:info@dxheroes.io). You can file a complaint with the supervisory authority ([www.uouu.cz](http://www.uouu.cz)).**

**The right of access** means that you can ask us at any time to confirm whether or not personal data concerning you are being processed and, if they are, you have the right to access the data and to information for what purposes, to what extent and to whom they are disclosed, for how long we will process them, whether you have the right to rectification, erasure, restriction of

processing or to object; from which source we obtained the personal data, and whether automated decision-making, including any profiling, occurs on the basis of processing of your personal data.

**The right to rectification** means that you may request us at any time to rectify or supplement your personal data if they are inaccurate or incomplete.

**The right to erasure** means that we must erase your personal data if (i) they are no longer necessary for the purposes for which they were collected or otherwise processed; (ii) the processing is unlawful; (iii) you object to the processing and there exist no overriding legitimate grounds for processing; or (iv) this is required of us based on a legal duty.

**The right to restriction of processing** means that until any disputable issues concerning the processing of your personal data are resolved, we must restrict the processing of your personal data.

**The right to data portability** means that you have the right to obtain personal data that concern you and which you have provided to us and which are processed in an automated manner and on the basis of consent or contract, in a structured, commonly used and machine-readable format, and the right to have these personal data transferred directly to another controller.

**The right to object** means that you may object to the processing of your personal data that we process for the purposes of our legitimate interests, especially for the purposes of direct marketing. If you object to processing for the purposes of direct marketing, we will no longer process your personal data for those purposes.

**The right to withdraw a consent** means that you may withdraw processing based on your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

You may also file a complaint via the Office for Personal Data Protection. More information available here: <https://www.uoou.cz/>.

**This privacy policy is effective from 12.10. 2022.**