

## THE CONTEST REGULATIONS

### ”WE ALL CONTRIBUTE TO CUSTOMER’S EXPERIENCE”

#### §1. General provisions

**1.1.** The organizer of the contest “We all contribute to Customer’s experience” (hereinafter referred to as “**The Contest**”) is CEMEX Polska sp. z o.o. based in Warsaw, address: Krakowiaków str 46,02-255 Warsaw, No. KRS: 0000037375 (hereinafter referred to as “**The Organizer** ” or “ **CEMEX**”).

**1.2** The Contest is open for employees or constant co-workers of entities from the CEMEX group in region EMEAA, meaning; UK, France, Spain, Czech Republic, Germany, Poland, Croatia, Egypt, Israel, UEA or Philippines (hereinafter referred to as “**Participants**” and each separately called a “**Participant**”). A constant co-worker is a natural person who regularly performs work or provides services to an entity from the CEMEX group in Europe, on the basis of other contract than contract of employment concluded directly with the CEMEX group entity.

**1.3.** The Contest is organized on the territory of CEMEX Region EMEA.

**1.4.** The Contest period is August 1<sup>st</sup> 2021 – September 8<sup>th</sup> 2021.

**1.5.** Department of Customer Experience Improvement is responsible for the organization and running of the Contest.

#### §2. The goal of the Contest

**2.1.** The goal of the Contest is getting CEMEX employees and constant co-workers interested in the subject of Customer Experience and to expand their knowledge about it.

#### §3. The rules of the Contest

**3.1** The task of the Contest is to make short video or a photo with description showing how work of particular participant (individual or a team) contributes to happiness, satisfaction and loyalty of CEMEX customers. Video should be no longer than 40 seconds and description of the photo should be 200 words at the maximum.

**3.2** The entries should be sent via email to [customer.experience@cemex.com](mailto:customer.experience@cemex.com) with footnote/subject “CX contest”. Contest organizer allows sending photos descriptions and videos in one of three language options:

- In native language of Participant with script in native language added
- In native language with suggested translation into English added
- In English

**3.3** By entering the Contest, the Participant declares that the sent entry, which was mentioned in 3.1 above, is a copyright work within the meaning of the Act of February 4,1994 on copyright and related rights [Dz. Of Laws 2019, item 1231 as amended]i.e. they are a manifestation of the author’s creative activity of an individual character. The Participant of the Contest declares that he is entitled to all exclusive rights including copyrights to the proposition submitted by him, and that the slogan submitted by him does not in any way infringe any rights or goods of third parties and does not constitute the subject of industrial property rights of other people. In the event of a third party submitting claims resulting from infringement of copyright, the Participant declares that he releases the Organizer from any obligations that arise in this respect and will cover the costs related to third party claims.

**3.4** By entering the Contest, the Participant simultaneously grants her/his consent to the use of the author’s personal data and grants his/her consent to the processing of his/her personal data in order to inform about the Author of the work, for Contest purposes.

**3.5** Each Participant, upon submitting her/his entry to the Organizer, grants the Organizer a free, non-exclusive licence to her/his work, without limitation in time, quantitative limitation and territorial restriction in terms of the following fields of exploitation:

- a) recording and reproducing copies of the work by any technique,
- b) placing on the market, public lending,
- c) public distribution of the work, its exhibition, display, playback, broadcasting, rebroadcasting and making the work available to the public in such a way that every person can have access to it at a place and time chosen by them, including via the internet.
- d) development of the entire work or part of the work by a professional in order to adapt to the standards used in creating of identification of trademark.

**3.6** Each Participant is allowed to send only one video or photo with description.

**3.7** Submitting the entry is possible until September 8<sup>th</sup> 2021, 11.59 pm., via email address [customer.experience@cemex.com](mailto:customer.experience@cemex.com).

**3.8** When submitting the entry, the Participant is obliged to add:

- a) name, surname and e-mail address of the author of the entry (Participant)
- b) his/her signed statement: "I declare that I have read and accepted regulation of the Contest *We all contribute to Customer's experience* organized by CEMEX Polska Sp. z o.o. based in Warsaw, and accept all terms and conditions contained in it."

**3.9** Entries submitted by Participants that do not meet the above mentioned requirements will not take part in the Contest.

**3.10.** Each Participant is required to pay tax on the prize, if applicable, according to the laws of his country.

#### **4. The course of the Contest and prizes**

**4.1.** The Contest provides material prizes for the next three winning Participants with a value not exceeding 100 Euro gross. Intended prizes are: prepaid gift cards of values: 1<sup>st</sup> prize: 100€, 2<sup>nd</sup> prize: 50€, 3<sup>rd</sup> prize: 50€ to be used in online stores in:

- a) United Kingdom: Amazon
- b) Germany: Amazon
- c) Spain: Amazon
- d) France: Amazon
- e) Czech Republic: Amazon
- f) Poland: local Amazon equivalent
- g) Croatia: local Amazon equivalent
- h) Egypt: local Amazon equivalent
- i) United Arab Emirates: local Amazon equivalent
- j) Israel: local Amazon equivalent
- k) Philipines: local Amazon equivalent

**4.2** From among the submitted artworks the Competition Jury will select three entries made by Participants for which they will award the prizes referred to in point 4.1. The Organizer of the Contest also reserves the right to award *ex -aequo* places and to award fewer or more distinctions.

**4.3** The selection of the awarded works will be made by the Competition Jury consisting of employees of the Customer Experience Improvement Team.

**4.4** The Contest will be adjudicated no later than October 5th 2021. The awarded Participants will be informed about the win via e-mail.

**4.5** Prizes will be sent to winners by e-mail to the address indicated by them within 90 days from the date of the Contest settlement.

**4.6** The Decision of the Competition jury is final and irrevocable.

## **5. Data protection**

**5.1** The Administrator of personal data of the Participants of the Contest is CEMEX Polska Sp. z o.o., based in Warsaw, Poland, address: Krakowiaków str 46,02-255 Warsaw, registered in the District Court in Warsaw, XIII Commercial Division of the National Court Register under KRS No. 0000037375, NIP:951-14-96-432 (hereinafter referred to as „**Company**”). You can contact us as follows:

- by letter to the following address: Krakowiaków str 46,02-255 Warsaw
- by e-mail: [privacy\\_poland@cemex.com](mailto:privacy_poland@cemex.com)

**5.2** We have appointed a Personal Data Protection Inspector i.e. person with whom you could contact in all matters relating to the processing of personal data and the exercise of rights related to data processing. You can contact the Personal Data Protection Inspector in the following way:

By letter to the following address: Krakowiaków str. 46, Warsaw, Poland or via e-mail: [privacy\\_poland@cemex.com](mailto:privacy_poland@cemex.com)

**5.3** We will process your data:

- by e-mail: [customer.experience@cemex.com](mailto:customer.experience@cemex.com) to contact you on current matters related to the implementation of the Contest and awarding the prize.
- the legal basis for the processing of your personal data is your consent to participate in the Contest which you express by accepting rules and conditions of the Contest Regulations. You can withdraw your consent by sending e-mail to [customer.experience@cemex.com](mailto:customer.experience@cemex.com) whereas consent withdrawal does not affect legality of data processing that was done based on the consent before it's withdrawal.

**5.4** Personal data of the Contest Participants in the scope of their name, surname and e-mail address will be processed in order to organize, conduct and promote the Contest. We can also use the image of Contest Participants based on consent, template of which is attachment no. 1 of the Regulations. As personal data, including image of the Contest Participants, may be transferred outside the European Economic Area, each Contest Participant grants consent for such transfer (consent form template for data transfer outside of the European Economic Area is attachment no. 2 of the Regulations).

**5.5** Personal data of the abovementioned persons (Contest Participants) will be processed in accordance with the conditions specified in Regulation (EU) 2016/679 of the European Parliament and 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 ( hereinafter referred to as “GDPR”), the Act on the protection of personal data of May 10, 2018 and these Regulations, until the end of the Contest.

**5.6** The above-mentioned personal data may be transferred outside the European Economic Area, but exclusively to entities from the CEMEX group based outside the European Economic Area and only in relation to the Contest.

**5.7** We will process your personal data for the duration of the Contest, until its end or until your consent is withdrawn and also after Contest end in order to publish its results in newsletter sent to workers and constant co-workers of CEMEX in EMEA region and in the Customer Experience section on webpage such as [www.cemex.pl](http://www.cemex.pl) and possible counterparts in countries of European Economic Area as well as other tools and media of internal communication in CEMEX. However, in connection with the handling of the Contest, Cemex may be obliged to process the Participants' data for tax purposes

- then the data will be stored for a period of 5 years after the end of the year in which the financial event took place.

**5.8** We will transfer your personal data to our service providers to whom we will commission related services with the support of the Contest, e.g. IT services, sending mailings. Such entities process data on the basis of a contract with us and only in accordance with our instructions.

**5.9** You have the right to: a) withdraw consent, b) access data, c) rectify data, d) delete data, e) limit data processing, however, exercising points 'a', 'd' or 'e' will prevent participation in the Contest, even if it will happen during the Contest.

The above rights can be exercised by sending an e-mail to the Personal Data Protection Inspector to the following address: [privacy\\_poland@cemex.com](mailto:privacy_poland@cemex.com) or by sending a statement to the following address: CEMEX Polska Sp. z o.o., 02-255 Warsaw, Krakowiaków str. 46 with the note "We all contribute to Customer's experience".

**5.10** You also have the right to lodge a complaint with the President of the Personal Data Protection Office against the processing of their data by the Administrator, to the following address: Stawki 2 Street, 00-193 Warsaw.

**5.11** For more information on how CEMEX processes personal data, see the Privacy Policy at [www.cemex.pl](http://www.cemex.pl).

## **§6 Final provisions**

**6.1** The Contest regulations is available in the headquarters of Organizer in languages: Polish and English.

**6.2.** Organizer reserves the right for changing the Regulation. These changes will be announced by e-mail correspondence to employees and co-workers, entities from the CEMEX Polska group and at the premises of the Organizer.

**6.3** The Contest conducted on the basis of the regulations is not a game of chance, a raffle or a bet mutual or a promotional lottery, the result of which depends on the case within the meaning of Art. 2 of the Act of 19 November 2009 on gambling (Journal of Laws of 2009, No. 201, item 1540, as amended).

Attachement No. 1

**STATEMENT  
Property release**

I, the undersigned .....consent to the usage of my personal image by CEMEX Polska sp. z o.o. based in Warsaw, address: Krakowiaków str 46,02-255 Warsaw, No. KRS: 0000037375 (further called 'CEMEX Polska'), **for "We all contribute to Customer's experience" Contest purposes** (further called 'Contest').

I declare that I have read all the conditions provided in the Contest Regulations as well as ways of using my personal image provided in these Regulations and that I hereby accept them.

I also consent to inserting my personal image in the newsletter sent to workers and constant co-workers of CEMEX in EMEA region and to usage of my image in the Customer Experience section on webpage such as [www.cemex.pl](http://www.cemex.pl) and possible counterparts in countries of European Economic Area as well as other tools and media of internal communication in CEMEX.

**I also declare that I have read provision about personal data processing provided in the Contest Regulations.**

I know that I can withdraw my consent at any time by sending an email to [privacy\\_poland@cemex.com](mailto:privacy_poland@cemex.com) or by sending a statement to the following address: CEMEX Polska Sp. z o.o., 02-255 Warsaw, Krakowiaków str. 46 with the note "We all contribute to Customer's experience".

.....  
/handwritten signature /date/  
of the Contest Participant/

Attachement No. 2

**STATEMENT  
Consent for data transfer outside the European Economic Area**

I, the undersigned ..... consent to:

- 1) transfer of my data (name, surname, e-mail address and my image) by CEMEX Polska sp. z o.o. based in Warsaw, address: Krakowiaków str 46,02-255 Warsaw, No. KRS: 0000037375 (further called 'CEMEX Polska') outside the European Economic Area **for "We all contribute to Customer's experience" Contest purposes** (further called 'Contest'),
- 2) my personal data processing outside of European Economic Area (EEA) as the data will be transferred only to entities of CEMEX located outside of EEA and used exclusively in internal communication of CEMEX Corporate Group in purposes related to the Contest, including inserting personal data in internal newsletters and sharepoints.

I declare that I was informed about conditions of personal data processing in CEMEX Corporate Group, including implementation of global policy on personal data security that is supposed to provide secure personal data processing.

**I also declare that I have read provision about personal data processing provided in the Contest Regulations.**

.....  
/handwritten signature /date/  
of the Contest Participant/