

## Regulations of the Recruitment Service

<https://pilot-career.enterair.pl/>

### § 1

1. These Regulations (hereinafter: "Regulations") were introduced by Enter Air Sp. z o.o., with its registered office in Warsaw (02-146), Komitetu Obrony Robotników 74 Street, registered in the Register of Entrepreneurs of the National Court which is kept by the District Court for the capital city of Warsaw, 13th Commercial Division, under KRS number 0000339408, NIP number 7010206959, REGON number 142051272, share capital fully paid up in the amount of PLN 12,240,000.00 PLN, (hereinafter: "Enter Air" or "Service Provider").
2. The Regulations define the conditions under which Enter Air provides free access to the recruitment website <https://pilot-career.enterair.pl> (hereinafter: "Website" or "Service"), including the content and tools contained therein and the services provided in this way and defines the rights and obligations of persons using the Website (hereinafter: "Users") and the Service Provider.
3. The website is used by Enter Air to provide electronic services.
4. The Service Provider enables the use of electronic services via the Website, such as:
  - a. providing an individual candidate profile (user account) after registering on the Website.
  - b. enabling the User, after prior registration, to apply for the position of a Boeing 737 aircraft pilot with the Service Provider by completing and sending the application form.
  - c. providing to the User contacted data of the Service Provider, such as address, e-mail address (however, they are not automatically called).
5. The Website User may be only an adult person who uses the service provided electronically as part of the Website in order to apply for the position of a pilot of the Boeing 737 aircraft, and in particular sends electronically, by filling in the form available on the Website, a CV or other required information and documents in order to present them to the Service Provider.
6. In the absence of the User's consent to the conditions set out in these Regulations, the use of the Website is not allowed.
7. The Regulations do not apply to Enter Air websites and electronic services provided by Enter Air, in the range that the use of these websites or services is governed by separate agreements and regulations between Enter Air and the User.

### § 2

1. After registering on the Website, and before submitting application documents, the user selects the position for which he wants to apply.
2. The Website gives the opportunity to apply for the following positions:
  - a. NON-TYPE RATED F/O- recruitment for the position of First Officer for Candidates who do not have the TR B737 300-900 entry in the license.
  - b. B737 TYPE-RATED CAPTAIN - recruitment for the position of Captain for Candidates with the TR B737 300-900 entry in the license.
  - c. B737 TYPE-RATED F/O – recruitment for the position of First Officer for Candidates with the entry TR B737 300-900 in the license.
3. The application will be considered by Enter Air only in the case of active recruitment for a given position. Before entering the data, make sure that Enter Air is recruiting for the selected

position. Information on active recruitments can be checked on the Service Provider's website in the career tab <https://www.enterair.pl/pl/kariera>.

4. Enter Air informs that application documents submitted via this Service at the time when recruitment is not conducted will not be considered.
5. If the user wants to apply for another position available on this Service, or once again for the same position for which was applied during previous recruitments, ENTER AIR reserves the right to request to fill in all active fields of the form available and attach all current documents once again.

### § 3

1. When using the Service provided by the Website, the User confirms that he has read these Regulations and confirms that he accepts them in the current form.
2. Access to the Website is unlimited for all Users, however, in order to successfully apply for a selected position via this Website, you must have the authorizations and relevant experience required by law, which include, among others: the appropriate EASA license, a valid aeromedical certificate, IR/ME and MCC (in the case of Candidates for NON-TYPE RATED F/O, Type Rating B737 300-900 (in the case of Candidates for B737 TYPE RATED CAPTAIN and B737 TYPE-RATED F/O) and other each time listed on this Website in the recruitment advertisement.
3. Participation in the recruitment process depends on the User's registration in the Website's system and the User's possession of an individual Username (login) and the associated password, by means of which the User can log in to the User's account created on the Website.
4. Enter Air makes every effort to ensure always, continuous and full availability of the Website.
5. Enter Air makes every effort to ensure that the use of the Website is possible from all popular types of computers, operating systems and web browsers, however, it does not guarantee the possibility and effectiveness of using the Website in whole or in part using all available tools.
6. The minimum technical requirements that must be met to cooperate with this Website, including the provision of electronic services, are: (1) a computer, laptop or other multimedia device with Internet access; (2) access to e-mail and a valid e-mail address; (3) standard web browser; (4) enable cookies, at least in the scope of necessary cookies. More about cookie files can be found in [Cookie Policy](#).
7. When using the Website, it is recommended to have updated anti-virus software

### § 4

1. User registration takes place by completing the registration form available at <https://pilot-career.enterair.pl> Completing the registration form and clicking the "Register" button is tantamount to acceptance by the User of the provisions of these Regulations
2. After registration, an individual User account is created, which allows to apply for a selected position.
3. After completing the User's registration on the Website, each time the User logs in to the Website requires the use of the correct login and password.
4. The User is obliged to keep the login and password confidential and not to disclose the above to third parties.
5. The user is obliged to provide true data in the form, and in the event of a change in the data necessary during recruitment, he is obliged to update them.
6. To send the recruitment form, it is necessary to accept these Regulations and the Privacy Policy and to mark the mandatory consents indicated during the registration process.

## § 5

1. The contract for the provision of electronic services is concluded when the User starts using the services available on the Website.
2. The agreement for the provision of electronic services is concluded for an indefinite period.
3. The User has the right to terminate the agreement for the provision of Services at any time by deregistering from the Website in the "manage account" tab, i.e. deleting his account.
4. Enter Air reserves the right to unilaterally terminate the agreement with the User who violates the provisions of these Regulations.
5. Enter Air reserves the right to delete user profiles in the event of inactivity on the profile for a year from the time of registration or in the absence of valid, required documents needed to conduct recruitment for the position selected by the user.
6. In the cases indicated in point 5 above, Enter Air will inform the user by e-mail about the planned removal of the profile from the Website at least 14 days before the planned removal.
7. Enter Air reserves the right to block access to the Website or delete the User's account on the Website, at any time, in the event of a breach by the User of the terms of its use, in particular in situations where:
  - using the Website in a manner inconsistent with the applicable law, decency, principles of social coexistence or violates the provisions of the Regulations,
  - posting unlawful content,
  - providing false personal data;
  - sharing individual login or password with third parties,
  - violation of good manners in relation to other Website Users as well as in relation to the Service operator.
8. Blocking access to the Website or deleting the User's account by the Service Provider is tantamount to termination of the agreement for services provided under these Regulations by Enter Air.

## § 6

1. The User is obliged to use the Website in accordance with the law, the provisions of these Regulations and good practices.
2. The User bears full responsibility for breaking the law or damage caused by his actions on the Website, in particular providing untrue or false data, violation of personal rights or copyright and related rights.
3. It is unacceptable for the User to use the Website to conduct activities that would infringe the interest of the Website owner or infringe the personal rights of third parties.
4. It is unacceptable to use the Website in a way that enables or is aimed at unauthorized access to Enter Air's IT system, introducing malicious software, illegal content or preventing the proper operation of the Website.

## § 7

1. The administrator of personal data of Website Users and persons using the Website within the meaning of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data, and repeal of Directive 94/46/EC is Enter Air Sp. z o.o., with its registered office in Warsaw (02-146), Komitetu Obrony Robotników 74 Street.
2. Personal data of Users who have correctly completed the registration procedure in the Website system are processed on the terms set out in the [information clause](#).

## § 8

1. This Website - its graphic image and content are the property of Enter Air.
2. Copyrights to all content provided by Enter Air and all graphic elements of the Website are vested solely in Enter Air. Using the Website does not entail the acquisition by the User of any rights or licenses to these content or elements. The User may use the above-mentioned content and elements only to the extent permitted by the mandatory provisions of law.
3. Any copying of Website elements, information, texts, photos, trademarks or other graphic elements posted on the Website, for use in whole or in part, including by linking, in a modified form on other websites, in electronic publications or in material version without the prior written consent of Enter Air is prohibited.
4. The use of the Website and the content, tools or services contained therein is allowed only for personal use for purposes consistent with the intended use of these websites and with the law, the Regulations and decency.

## § 9

1. The User may submit a written complaint related to the provision of electronic services by Enter Air: in writing to the postal address Komitetu Obrony Robotników 74 Street, 02-146 Warsaw, or by sending an e-mail to the e-mail address [pilot@enterair.pl](mailto:pilot@enterair.pl)
2. The complaint should contain a description of the subject of the complaint and justification for the complaint. In the absence of data necessary to consider the complaint, the User may be asked to supplement it to the extent necessary for its proper consideration.
3. Enter Air shall consider the complaint immediately, but not later than within 14 days of its receipt, or in the case of the supplement referred to in paragraph 2 above, from the date of receipt of a complete complaint.
4. Enter Air will inform the User about the consideration of the complaint by letter or e-mail. The response to the complaint will be provided in paper form (by post) or by means of another durable medium or by e-mail.

## § 10

1. The Regulations are available on the Website.
2. The Regulations take effect on the day they are made available on the Website.
3. Any disputes arising from the use of the Website, not resolved amicably, are settled by a locally and materially competent common court.
4. The law applicable to the rights and obligations relating to the use of the Website by the User is Polish law.
5. In matters not covered by the Regulations, the provisions of the Polish Act on Rendering Electronic Services, the Polish Civil Code and other mandatory provisions of law shall apply.
6. Enter Air informs about changes to the Regulations on the Website.
7. Enter Air may at any time change the scope or type of content available on the Website, as well as extend, change, limit or discontinue offering both some functionalities and all tools or services available on the Website. Enter Air informs about changes in essential features of services and tools by posting an announcement on the Website.
8. The Service Provider reserves the right to change the Regulations for the following important reasons:

- a. if a change to the Regulations is necessary due to a change in the provisions of generally applicable law,
- b. performance of an obligation resulting from a final court ruling or decision of administrative authorities,
- c. changes resulting from security reasons, including those aimed at preventing the use of the Services in a manner contrary to the law or the Regulations,
- d. introduce significant changes in the functioning of the Websites and any of the Services, including those related to technical or technological progress, including changes in the Service Provider's systems.

8. Information about the change in the regulations may be sent to the e-mail address indicated by the User during registration or on the website.

9. In the event of non-compliance with the content of the new regulations, the User may submit, before the date of entry into force of the new Regulations, termination of the contract for the provision of electronic services with immediate effect. The termination may be sent to the e-mail address provided in the Regulations or to the address of the Service Provider's registered office.

10. Using the Website after changing the Regulations means accepting its new content.