

Privacy Policy

This privacy notice is provided pursuant to Article 13 of Regulation (EU) 2016/679 (“GDPR”) and the applicable Italian legislation on the protection of personal data. Its purpose is to describe the methods and purposes of processing personal data collected by Petar Blagoev Laskov (hereinafter, the “Controller”) in the context of his consulting activities and the organization of events, seminars, webinars, and workshops.

Data Controller

The Data Controller is Petar Blagoev Laskov, owner of the sole proprietorship **Laskov Petar Blagoev** under the brand name **PL people, persons, needs**, with registered office at Via Santa Caterina 6, 26839 Zelo Buon Persico (LO), Italy, VAT no. 14216610965.

For any questions or requests regarding the processing of personal data, you may contact the Controller at the following details:

- Email: laskov.pepi@gmail.com
- Telephone: +39 375 5914458

Note: The Controller operates as a sole proprietor without employees. No Data Protection Officer (DPO) has been appointed, as the nature and scale of the activity do not require such an appointment by law.

Personal Data Processed

The Controller processes various categories of personal data, relevant and limited to what is necessary for the purposes described below. In particular, the following data may be collected and processed:

- Personal and identification data: name and surname.
- Contact data: email address and telephone number.
- Tax and billing data: tax code, VAT number, address of residence or registered office (if required for invoicing).
- Images and audio-video recordings: photographs, videos, and audio recordings of participants or speakers during consulting sessions, events, seminars, webinars, or workshops. These will be processed only according to the purposes described below (e.g., upon obtaining specific consent where required).

Purposes and Legal Bases of Processing

Personal data are processed for the following purposes, in compliance with Article 6 of the GDPR:

- Provision of consulting services: to manage relationships with clients and provide the requested professional services, including communications (via email, telephone, or video conferencing) and the execution of consulting activities. *Legal basis:* performance of a contract or pre-contractual measures (Art. 6(1)(b) GDPR).
- Organization of events, seminars, webinars, and workshops: to handle registration, participation, and logistics of training or informational events (including online). *Legal basis:* performance of a contract or pre-contractual measures (Art. 6(1)(b) GDPR).

- Legal, administrative, and tax compliance: to fulfill obligations under national or EU law (e.g., accounting, taxation, or judicial requests). *Legal basis:* compliance with a legal obligation (Art. 6(1)(c) GDPR).
- Internal documentation and operations: to record online sessions or webinars for quality and training purposes. *Legal basis:* legitimate interest of the Controller (Art. 6(1)(f) GDPR).
- Publication of images or videos for informational/promotional purposes: only upon explicit consent (Art. 6(1)(a) GDPR).
- Informational and direct marketing communications: with the user's consent (or legitimate interest in certain cases), the Controller may send updates or invitations to similar events. *Legal basis:* consent or legitimate interest (Art. 6(1)(a) or (f) GDPR).

Note: The Controller will not process personal data for purposes incompatible with those described, nor perform automated decision-making or profiling.

Data Processing Methods

Data are processed lawfully, fairly, and transparently, ensuring security and confidentiality. Processing is carried out mainly by electronic means, with appropriate technical and organizational measures in line with Article 32 GDPR. Data are handled solely by the Controller and/or authorized collaborators bound by confidentiality. No data will be publicly disclosed without explicit consent.

Data Retention Period

- Client and event data: retained for the duration of the relationship/event and up to 5 years thereafter.
- Tax and accounting data: retained for 10 years, as required by law.
- Marketing data: retained until consent is withdrawn or for a maximum of 24 months from the last interaction.
- Photographs and recordings: retained for up to 3 years for promotional purposes, unless renewed consent is obtained.

After these periods, data will be deleted, anonymized, or archived securely unless further retention is required by law or for legal defense.

Data Communication to Third Parties

Personal data may be shared, within the limits of necessity, with:

- IT and communication service providers (e.g., Microsoft Teams, Zoom).
- External collaborators, co-trainers, or consultants involved in events.
- Legal, tax, or accounting advisors and technical service providers.
- Public authorities or institutions, when required by law.

All third parties are bound by data protection agreements under Article 28 GDPR. No data will be publicly disclosed without consent.

Transfer of Data Outside the EU

Data are mainly stored within the EU. When transfers outside the EEA occur (e.g., to the U.S.

for service providers), they are based on appropriate safeguards such as Standard Contractual Clauses or equivalent mechanisms, ensuring GDPR-level protection.

Data Subject Rights

The user may exercise the following rights at any time:

- Right of access
- Right to rectification
- Right to erasure (“right to be forgotten”)
- Right to restriction of processing
- Right to object (including to marketing)
- Right to data portability
- Right to withdraw consent
- Right to lodge a complaint with the Italian Data Protection Authority (www.garanteprivacy.it).

Requests can be sent to the Controller via the contact details above and will be handled within one month.

Updates to This Notice

This policy may be updated periodically due to legal, technological, or operational changes. Updates will be published on the website and, where appropriate, communicated directly to users.

Last updated: 20 November 2025