

APPROVED  
By the Decree No IS-20251218-1  
of the Public Institution "Diversity  
development group"  
adopted on 18 December 2025

## **PRIVACY NOTICE ON THE PROCESSING OF PERSONAL DATA FOR SURVEY RESPONDENTS**

### **Data Controller**

The personal data you provide are processed by the data controller – the Public Institution "Diversity development group", Org. No 302877111, Švitrigailos st. 11K-108, LT- 03228 Vilnius, email info@diversitygroup.lt.

### **Purpose of Processing Personal Data**

The Public Institution "Diversity development group" processes personal data for the purpose of surveys (including the opinion polling by way of questions and the preparation of aggregated polling results). The Public Institution "Diversity development group" may also use and process the respondent's email address for the purpose of preparing and sending invitations to participate in surveys, as well as for the survey-related correspondence by notifying about the activities of the Public Institution "Diversity development group" and the utilisation of the attained results.

### **Origin of Personal Data**

The Public Institution "Diversity development group" processes the personal data disclosed directly by you.

### **Scope of Processed Personal Data**

We process the following categories of personal data and by providing such data, the respondent understands that he/she gives his/her explicit consent (by ticking the box in the survey questionnaire) for the Public Institution "Diversity development group" to process such data:

- contact details (email address);
- special categories of personal data (racial or ethnic origin, religious beliefs); and, by disclosing such data, the individuals give their explicit consent to the processing of such data by the Public Institution "Diversity development group";
- survey data (gender, age, nationality, other demographic data, responses to survey questions, additional responses and clarifications, other information provided by respondents in the survey questionnaire);
- consent-related data (consent, withdrawal of consent);
- other necessary data not specified in the questionnaire.

The survey questionnaires may also include requests for individual consent to include your data in the online panel of the Public Institution „Diversity development group“:

- consent to be informed about the activities of the Public Institution „Diversity development group“ and to receive newsletters;
- consent to receive invitations to participate in other surveys;
- consent to be informed about incentives (prizes) for participation.

Please note that your participation in the surveys organised by the Public Institution “Diversity Development Group” is voluntary. You may complete the survey questionnaire without providing any personal data. In each individual case, the scope of data processing does not go beyond what is necessary to achieve the objective. If you do not disclose your personal data (including your email address) in the survey questionnaire, the responses will be analysed anonymously and your personal data will not be processed. If, when completing the survey you disclose your personal data, the Public Institution “ Diversity Development Group” will process your personal data within the procedure defined in this privacy notice.

### **Legal Grounds for the Processing of Personal Data**

Your Personal data are processed on the grounds of your consent provided by disclosing your personal data, in accordance with Article 6(1)(a) of the 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 (General Data Protection Regulation). The consent remains valid until it has been withdrawn or 3 years since the date of consent. You have the right to object to the processing of your personal data or withdraw your consent at any time by contacting the Public Institution “Diversity Development Group by email [info@diversitygroup.lt](mailto:info@diversitygroup.lt).

### **Procedures for retention and deletion of personal data**

The Public Institution “Diversity Development Group” is required to keep the collected personal data confidential, to process personal data in compliance with applicable data protection laws, and refrain from disclosing, transferring or providing access to personal data in any other way, by any means, to any person who is not authorised to process such personal data.

For the purposes of processing your personal data, we implement appropriate organisational and engineering security measures to protect your personal data against accidental or unlawful disclosure, alteration, deletion or other unlawful processing.

Your personal data may become accessible to “Microsoft” or other service providers whose software products are used by the Public Institution “ Diversity Development Group” in the preparation of survey questionnaires.

The Public Institution „Diversity development group“ shall retain consents for 2 years from the expiry of the consent period. Only the personal data specified in the consent shall be processed, solely for the purposes indicated in the consent, and only the processing operations (tasks) specified in the consent shall be performed.

If the scope of the processed data, the purpose of processing, or the processing operations (tasks) change, survey respondents will be asked to provide additional consent for processing of such data (via the email provided by a survey respondent), unless another legal basis for the processing of personal data, as established in Regulation (EU) 2016/679 applies.

The data analysis results will be presented in an anonymised form so as to eliminate the possibility to identify the individual.

The Public Institution “Diversity Development Group” shall retain your personal data for no longer than 2 (two) years from the date of the last survey in which the respondent took part. After the survey has been completed, the personal data disclosed by respondents shall be anonymised (email addresses shall be processed separately from any other data disclosed in the survey questionnaires), and only anonymised data shall be subsequently used for the purposes of survey reports.

Upon completion of the retention period, the Public Institution “Diversity Development Group” shall

delete personal data.

### **Rights of Data Subjects**

**As a data subject, under the terms and to the extent provided for in the General Data Protection Regulation, you have the right:**

- 1) to obtain information about the processing of personal data;**
- 2) to access your personal data processed by the Public Institution “Diversity Development Group”;**
- 3) to request the rectification of inaccurate personal data and the completion of incomplete personal data;**
- 4) to request the restriction of the processing of your personal data;;**
- 5) to request the erasure of personal data;**
- 6) to withdraw your consent at any time and to request to discontinue any further processing of personal data carried out on the grounds of your consent. The withdrawal of consent does not affect the legitimacy of processing of your personal data based on consent prior to its withdrawal;**
- 7) to lodge a complaint with the State Data Protection Inspectorate.**

If you have any questions regarding the processing of your personal data or the implementation of your, as the data subject’s rights, contact the Public Institution “Diversity Development Group” by email [info@diversitygroup.lt](mailto:info@diversitygroup.lt).