

TERMS AND CONDITIONS OF PARTICIPATION IN TRAINING COURSES

§ I. General Provisions

1. These Terms and Conditions set forth the rules governing participation in training courses organized by **Human Development Company Łukasz Sporysz Janiec** (Tax Identification Number (NIP): 8262086768), with its registered office at ul. Żupnicza 16/121, 03-821 Warsaw, Poland.
2. The Organizer reserves the right to amend these Terms and Conditions and undertakes to publish any amendments on its website or notify participants electronically.
3. For the purposes of these Terms and Conditions, the following definitions shall apply:
 - **Organizer** – Human Development Company Łukasz Sporysz Janiec.
 - **Participant** – a natural person registering for a training course or conference via the registration form available on the Organizer's website.
 - **Partner** – a business entity or private individual who has purchased advertising services under the applicable partnership package.
 - **Participation Confirmation** – a message sent by the Organizer confirming acceptance of the Participant's registration.
 - **Ordering Party** – a natural or legal person registering or delegating a Participant to attend a training course or conference.
 - **Website** – the Organizer's official website available at www.criticalusg.com.
 - **Training Course / Conference** – an event organized by Human Development Company Łukasz Sporysz Janiec.

§ II. Registration

1. Participation in a training course or conference requires completion of the electronic registration form available at www.criticalusg.com and payment of the applicable participation fee within the deadline specified by the Organizer.
2. Submission of the registration form constitutes the conclusion of an agreement, acceptance of these Terms and Conditions, and an undertaking to comply with the rules established by the Organizer.
3. Registration must be completed no later than three (3) days before the scheduled date of the event.

4. The Participant or the Ordering Party is responsible for providing accurate and truthful information.
5. The Organizer shall not be liable for any consequences arising from inaccurate or incomplete information provided in the registration form.
6. The Organizer reserves the right to publish the list of Participants, including the names of their companies (Ordering Parties) and job titles.
7. The Organizer may modify the event schedule and shall notify Participants of any such changes via its website.
8. During registration, the Participant may consent to the disclosure of their business e-mail address to the event Partners and to receiving training materials and commercial information.
9. Upon completion of the registration process, the Organizer shall send the Participant a Participation Confirmation by electronic means.
10. Each Participant shall receive training or conference materials.
11. The materials may include additional items or benefits provided by the Partners.

§ III. Payments

1. The Participant or the Ordering Party shall pay the participation fee in accordance with the price list published on the Organizer's website.
2. Payments may be made by bank transfer or online payment. In the case of a traditional bank transfer, payment must be made within the deadline specified in the electronic correspondence sent by the Organizer.
3. Payments shall be made to the following bank account:

HUMAN DEVELOPMENT COMPANY ŁUKASZ SPORYSZ JANIEC
NIP: 8262086768 **mBank Account No.: 25 1140 2004 0000 3402 8552 2224**

The payment reference should include the Participant's full name and the date of the event.

4. To benefit from a promotional offer, both registration and payment must be completed within the promotional period.
5. Promotional offers and discount coupons cannot be combined.
6. Participation in the training course is subject to timely payment of the participation fee.

7. Participants applying for funding through the **Development Services Database (Baza Usług Rozwojowych – BUR)** are required to pay the participation fee before the training course. Upon receiving the funding, the payment may be refunded.
8. If funding has been granted and the Participant fails to attend the training course, the Participant shall be obliged to pay the full training fee in accordance with the applicable price list.

§ IV. Cancellation

1. A Participant may cancel their participation before the commencement of the training course by submitting a written notice via e-mail to szkolenia@criticalusg.com or by post to the Organizer's registered address.
2. Refunds shall be made according to the following schedule:
 - More than 40 days before the training course: refund less a 20% administrative fee.
 - Between 30 and 14 days before the training course: 50% refund of the participation fee.
 - Less than 14 days before the training course: no refund.

§ V. Personal Data Protection

1. Personal data shall be stored and processed in accordance with the applicable legal provisions for the purpose of providing the services and handling financial settlements.
2. Subject to the Participant's consent, personal data may also be processed by the Organizer and its Partners.
3. The Participant has the right to access their personal data, request correction thereof, and request its deletion, in accordance with applicable law.

§ VI. Final Provisions

1. The Participant shall bear all travel and accommodation expenses related to attending the training course.
2. The Organizer reserves the right to cancel or reschedule the event due to circumstances beyond its reasonable control.
3. Matters not governed by these Terms and Conditions shall be governed by the provisions of the Polish Civil Code.
4. These Terms and Conditions shall enter into force on **1 January 2025**.