

## Review Regulations

1. **Review:** The User has the opportunity to evaluate his former or current workplace/employer in his/her professional profile on profession.hu in text, i.e. to describe his work experience and opinion related to his/her workplace/employer in text (hereinafter: review), which review becomes publicly available to anyone on profession.hu website and on the company page describing the given employer. The review is therefore written by the User, it must reflect the User's own work experience, opinion, and evaluation, the Service Provider therefore does not guarantee the accuracy, authenticity, or veracity of the information contained therein. **Therefore, the evaluation does not reflect the opinion of the Service Provider, therefore the Service Provider is not responsible or liable for its veracity.** The evaluation is not edited and not modified by the Service Provider. The condition for the review is that the Service Provider considers the designated employer as an existing economic organization. The condition for the publication of the review is that the employer's company page is publicly available on the Interface.

**The Service Provider manually checks the compliance of the reviews before publication.** If the Service Provider considers that a review is in breach of the law, these Review Regulations or the [Terms of Use](#), it will reject and will not publish the review. The User shall then have the opportunity to write a new review, taking into account the reason for rejection.

**Purpose of the review:** With the possibility of making a review, the Service Provider strives to provide job seekers with an honest and relevant insight into the work experience of other Users related to a specific workplace and job/task/position/etc. The review provides an opportunity for Users to share their work experiences and opinions with each other and with job seekers.

**Scope of the evaluation:** The User is entitled and obliged to use the possibility of making reviews&ratings within the framework established by the [Terms of Use](#), the present Review Regulations (hereinafter: Regulations), and the applicable legislation.

**Rating:** The User has the opportunity to evaluate anonymously the employer scaled according to several criteria and also with marks. The Service Provider reserves the right to determine the criteria by which employers can be evaluated, after how many user ratings and where and how to display the overall (aggregated) ratings within the Interface. This rating can be modified in the user account if the User has given an evaluation without review. In the case review has been given, the rating can be deleted together with the review and the employer can be re-evaluated afterwards. Rating is possible separately for each position even with the same employer. This Regulations do not apply to Rating. Ratings are subject to the [Terms of Use](#). The rating will be displayed on the Interface without prior checks.

2. **The workplace/employer affected by the reviews:** The User can make a review only concerning those employers who appear in the User's professional profile as a previous or current workplace/employer. If the employer is not yet listed in the User's professional profile, it is still possible to submit an evaluation. In this case, during the evaluation, the employer and the position held there are included in the professional profile of the evaluator. If the User deletes the workplace/employer from his/her profile, the reviews will also be deleted in relation to this workplace/employer. The User can evaluate all the positions/jobs held by him/her in relation to a given workplace/employer, regardless of the length of time spent in that position/job.

3. **Modification or deletion of the review by the User:** The User cannot modify the already published review, **only delete** it in <https://www.profession.hu/munkavallalo/ertekelesek> or in the application in the “My Evaluations” menu point. However, the deletion does not prevent the User from republishing the review he/she wants to modify with the content corresponding to the desired modification after the deletion. If the User cancels his/her registration on profession.hu or his/her registration is terminated for any other reason, his/her review(s) will also be automatically deleted.
4. **Identifiability of the User’s review :** The evaluation is authentic and valuable for other job seekers if the User who evaluates is not completely impersonal, **therefore the following data is displayed in addition to the review:** the User is a current/former employee, the number of years spent in the given position at the employer, , work schedule (e.g. full-time, part-time), the county of the employer's given seat/location. The User's name will not be displayed. The User's position at the employer will be displayed depending on the User's decision (taken prior to the publication of the review).
5. **Language and quantitative requirements of the review:** The Service Provider publishes the review exclusively in Hungarian or English. The review consists of two parts: positive experience and negative experience: Both fields must be a minimum of 50 and a maximum of 800 characters long - among other things, this ensures that the content is useful for job seekers. It may be indicated if the User does not have a positive or negative experience with the employer, however, a review with a contradictory meaning cannot be displayed in the positive or negative section, in which case the Service Provider will reject and not publish the review.
6. **Content requirements of the evaluation:**
  - 6.1. The User is obliged to follow the guidelines set out in these Regulations regarding the content of the review. In order to express a balanced opinion, the Service Provider expects the User to evaluate from several points of view in the review, to share both positive and negative experiences relating to the employer.
  - 6.2. **The User is responsible for the veracity and expression of the review and shall be liable to the Service Provider, the evaluated employer or any other third party affected by the review.**

The Service Provider does not take a position regarding disputes related to the veracity of the review and **the Service Provider does not participate in such dispute resolution. In the event of a legal dispute, the User is obliged to prove the veracity of the review before the court or authority. The Service Provider excludes its liability for the veracity of the review.**

**The reviews are subjective, the Service Provider does not know or check their reality, therefore the Service Provider excludes its liability for the decisions made on the basis of the evaluations and for the resulting damages and consequences.**

**The User may submit one review for each of his/her positions (if she/he held more than one position with the same employer, for each position separately).**

- 6.3. In particular, but not exclusively, the following content is prohibited in the evaluation:

- Any review that **conflicts with current effective legislation is prohibited: it is in itself unlawful or implies an infringement.**
- Any review that **constitutes a crime or a misdemeanor or that refers to the commission of a crime in its content** (e.g. tax fraud, harassment), is prohibited. The Service Provider notes that it will result in court or official proceedings if the review constitutes a crime or misdemeanor.
- A review that clearly describes **employer conduct that is in breach of labour law** (e.g. Labour Code, Labour Safety Act) is particularly prohibited (e.g. wages not paid, leave not granted). The Service Provider does not know all the circumstances, therefore, a refusal on this ground does not mean that a labour law violation has occurred in the given circumstances. The assessment of a review does not constitute legal advice.
- Any review that in any way infringes the **rights and legitimate interests of the Service Provider, the evaluated employer or any of its current or former employees or any third party is prohibited.**
- reviews that violate the **personal rights of any natural or legal person**, in particular, but not exclusively, **human dignity** and the **right to honor** ( *i.e. reviews that are capable of adversely influencing the social perception of another person and contain unreasonably offensive or hurtful expressions of opinion* ), the **right to reputation** (*i.e. the review in which the User states or spreads false facts about another person that offends this person, or falsely present a true fact*). Accordingly, it is prohibited to make a review that, in particular, but not exclusively, unreasonably exaggerates, insults, hurtful opinions, criticism, contains an untrue statement. Thus, for example, a review that contains a statement that a company or person violates the law is prohibited.
- **Reviews that contain the name of another natural person, not including the mention of senior management, are prohibited.** Reviews naming persons in the highest positions of the company (senior management) who have broad influence over the work environment are permitted, **provided the opinion is about the senior manager's workplace behavior or performance and is not personal.** For the purposes of this point, persons who are the public face of the company to the public (e.g. managing director, CEO, president, owner, founder, etc.) are considered senior managers. We believe that this information generally reflects company culture and may be informative to job applicants. During the evaluation made in relation to senior management, be careful to avoid defamation, libel and damage to reputation.
- Reviews that contain other **personal data** e.g. a telephone number, e-mail address, quoted telephone or other conversation or e-mail details are prohibited. Review that discloses any information the disclosure of which could cause harm to the interests or rights of the person concerned (e.g. sole proprietorship, employee) is prohibited.
- Reviews that instill in others **shock or fear, that contain threatening, harassing, inciting violence, inhumane, sexist, discriminatory, terrorist content, extremist thoughts** are prohibited.
- Reviews that contain or are aimed at **discrimination are prohibited.** Reviews that mention race, religion, nationality, gender, sexual orientation and the like are only permitted **within the legal framework** if they serve to describe the workplace environment correctly, are real and otherwise comply with the relevant legislation, including CXXV of 2003 on equal treatment and the promotion of equal opportunities and are formulated in general terms (e.g. mentioning the religious atmosphere in a church school, sharing one's own experience of workplace discrimination, mentioning the gender of the leader).
- It is forbidden to evaluate a **business secret**, contains or **discloses non-public internal company information** or other **confidential information.** Prohibited content in particular: source codes, customer lists, production techniques, R&D activities, budgets, detailed, publicly not available

financial results and technical know-how, a referral to the firm's poor financial situation, if it is not public (e.g. an indication of bankruptcy before the bankruptcy proceedings or before it becomes known to the press).

- Any review that violates any person's **copyright, industrial right, trademark** or other intellectual property rights is prohibited. Ratings that encourage the use of such content are also prohibited.
- Any review that **evaluates a service or product and does not refer to the employer's quality or work environment** is prohibited, i.e. it is only about a service or product, and it is not relevant for understanding or displaying the workplace culture.
- Reviews that contain advertising or web links are prohibited. The distribution of spam or advertisements, as well as **linking to URLs, is prohibited**.
- Reviews that **directly or indirectly compare competitors are prohibited**, unless the comparison aims to compare them as employers, provided that both employers are listed in the User's profile.
- **Reviews that are not original**, i.e., contain significant quotations from other sources, including (but not limited to) websites, email correspondence, other reviews, etc., are prohibited.
- Reviews that **cannot be understood or interpreted are prohibited**. Reviews that contain excessive capital letters or filler words/characters (e.g. many spaces in a row) or symbols (e.g. XXXXX), exaggerated emoticons, or content that is not relevant to the evaluation of the workplace are prohibited.
- Reviews that intentionally mislead other Users are prohibited. **It is forbidden to appear as an employee or agent of another User or the Service Provider** (e.g. logged in with a similar or confusing username); use another user account after being banned from the system.
- Reviews written **under the influence of coercion, threats or inducement** by the employer are prohibited.
- **Reviews that refer to or contain content that may harm or endanger the reputation, business interests, and general perception of the Service Provider (or its group of companies), and thus in particular the perception of its products or services, are prohibited**. Reviews that intentionally hinder the Service are prohibited.
- The use of **obscene expressions is prohibited**.
- Reviews that include content that may **harm the moral development of children under 18 are prohibited**.
- Furthermore, it is forbidden to make a review that is **not related to the employer's corporate culture** and the User's experience there. In this context, it is especially forbidden to evaluate content that does not belong to the opinions and evaluations of employers, so it is especially forbidden to:
  - a) make comments with political implications and/or content;
  - b) publish obscene or pornographic materials, offer sexual services or display any content that is against public morals;
  - c) to recommend products whose distribution constitutes a crime or misdemeanor (e.g. drugs, psychotropic substances) or whose distribution requires a license (e.g. weapons, medicines, dangerous objects), as well as offering products for sale that cannot be placed on the market (e.g. unlicensed foodstuffs, non-transferable securities);
  - d) to make a sale, purchase or exchange offer, or to ask for help in such a matter;
  - e) flood, offtopic, script comments;
  - f) call for a boycott of the Service Provider's services;
  - g) to publish an invitation to commit an illegal act or crime, or to engage in behavior suggestive of this, or to provide any information regarding the commission of punishable acts (crimes, violations of regulations);

h) publish advertising, engage in commercial activity, or engage in any activity suitable for the promotion of business-like economic activity. We consider all information and references that are not closely related to the purpose, content and/or business profit of the Service to be advertising.

- It is forbidden to make a review, in the positive or negative sections for other reasons, having a **conflicting meaning**.
- Any review that conflicts with the **Service Provider's regulations**, in particular, but not exclusively with the [Terms of Use](#) and/or these Regulations, is prohibited.

## 7. **Consequences of non-compliance with content requirements (violation of rules) :**

**7.1. The Service Provider may refuse at any time to publish those reviews on the Interface that do not comply with the provisions of these Regulations.**

7.2. The Service Provider **may also manually check** the reviews **retrospectively** after their publication (but is not obliged to do so).

7.3. In the **event of a complaint**, the Service Provider **checks** the content of the review once again manually.

## 8. **Making a Complaint**

8.1. **Complaint: Anyone may report** the review available on the company page of the given employer **by pressing the "!" button and providing sufficient reasoning** – thereby indicating that its content does not comply with the applicable laws or with these Regulations. The reason for the violation must be indicated on the Interface.

Further, a complaint related to content that violates the law, or these Regulations may also be forwarded to the following address: [ugyfelszolgalat@profession.hu](mailto:ugyfelszolgalat@profession.hu). If the User complains on behalf of a trusted flagger, it can indicate this in the free text section.

The review will remain available on the Interface during the investigation, but no further complaint may be submitted against it until the investigation is completed.

A User may only lodge one complaint against the same review.

8.2. If the Service Provider finds the complaint to be well-founded during its good faith procedure, it ensures the removal of the information from the place indicated in the complaint in accordance with the provisions of Act CVIII of 2001 on certain issues of electronic commercial services and services related to the information society and EU Regulation 2022/2065 of the European Parliament and of the Council of 19 October 2022 on a Single Market for Digital Services and amending Directive 2000/31/EC (DSA Regulation). The Service Provider will notify the User if it ends the review's visibility. If, however, the User has lodged a complaint against the review, the Service Provider will inform the User of the outcome of the investigation.

8.3. **Legal remedy:** It is possible to lodge an internal appeal against the Service Provider's decision, i.e. to request a re-check, within 6 months by sending an e-mail to the [ugyfelszolgalat@profession.hu](mailto:ugyfelszolgalat@profession.hu) e-mail address. The Service Provider requests the following information when submitting the

appeal: e-mail address, history and the specific reason for the appeal, including the reasons for the disagreement with the Service Provider's decision. The Service Provider will manually re-examine the review that was the subject of the previously lodged complaint and will notify the person who submitted the appeal and, in case of a change of its previous decision, the User who published the content, of the result of the re-examination. In order to have the legal remedy decision reviewed, the User may apply to a dispute resolution body, court or authority, which shall be governed by Chapter IX point b. of the [Terms of Use](#).

- 8.4. The Service Provider reserves the right to refuse to comply with the deletion of reviews following untrue, unfounded and/or abusive complaints and to publish the review again. If a User frequently makes obviously unfounded complaints (reports), the Service Provider shall suspend the investigation of complaints submitted by the User and the possibility of legal remedy. A complaint or remedy shall be considered obviously unfounded if it is clear to laypeople – even without any substantive analysis – that the complaint or request for legal remedy is unfounded.
- 8.5. Even in the absence of a complaint, the Service Provider is entitled at any time to check the content of any review and, in the event of suspected abuse, violation of the law or violation of the provisions of these Regulations, to restrict its availability, delete it, i.e. to end its visibility.
- 8.6. The User can access the status of her reviews in the user account under the <https://www.profession.hu/munkavallalo/ertekelesek> menu point or in the application under "My Reviews" menu point.
- 8.7. Consumer complaints are governed by the relevant provisions of Chapter IX point a. of the [Terms of Use](#).
- 8.8. The Service Provider may temporarily restrict or permanently delete the User's profile in the event of a serious or repeated violation. In case of clearly illegal content connected with serious crimes, blatant violations (e.g. material displaying sexual abuse of children, terrorism, extremely violent content, blatant sexual harassment), the user account will be permanently deleted after one violation. The Service Provider will investigate such abuses on a case-by-case basis, taking into account the fact and circumstances of the abuse, including the number of occurrences of abuse, the frequency of the abuse, and the seriousness of the abuse and its consequence, and its intent.
9. **Employer response option:** The employer can publicly respond to the displayed reviews on the Interface. **The employer's response - without prior check by the Service Provider - appears on the Interface.** The Service Provider is not obliged, but is entitled, to check the employer's responses to reviews and to delete any content that it considers, in its sole discretion, to breach the applicable legislation, the [Terms of Use](#) or these Regulations.

During employer responses, we also expect employers to comply with these Regulations, with the difference that employers are allowed to include their contact details and relevant internet links (e.g. links to the company's internal regulations, ethics/compliance hotline websites, etc.). When answering, we specifically ask employers to keep their answers polite and professional, free of personalization; do not include the name of the evaluator, even if the evaluator has been identified; and don't be threatening, obscene, defamatory or discriminatory

If a publicly published employer's response is in breach of the law or these Regulations, the complaint may be made as detailed beside the review, with an indication in the free text section that the complaint relates to the employer's response. The legal remedies are governed by point 8.

**User response is not possible.**

10. **Marking as useful:** Any logged-in User can mark the review as useful or withdraw the marking as useful afterwards.
11. **Reporting the User to authorities, courts:** The Service Provider shall disclose the User's data to investigative authorities, courts (e.g. in case of suspected defamation, libel, or litigation initiated based on injury to reputation) at their request or based on other legal obligations. If the Service Provider becomes aware of information in the content of the review that gives rise to a suspicion that a criminal offence threatening the life or safety of a person or persons has been committed, is being committed or is likely to be committed, it must immediately inform the investigating authority of its suspicion and provide it with all available relevant information. **The User shall proceed cautiously when formulating her review in order to avoid any administrative or judicial proceedings.**

12 June 2025